

Monthly Labor Review

JUNE 1960 VOL. 83 NO.

6

European Aid to Labor Surplus Areas

IRRA Papers on Management Bargaining Cooperation

Surgical Benefits Under Collective Bargaining

The Older Worker and Retirement Policies

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



UNITED STATES DEPARTMENT OF LABOR

JAMES P. MITCHELL, *Secretary*

BUREAU OF LABOR STATISTICS

EWAN CLAGUE, *Commissioner*

ROBERT J. MYERS, *Deputy Commissioner*

HENRY J. FITZGERALD, *Assistant Commissioner*

HERMAN B. BYRD, *Assistant Commissioner*

W. DUANE EVANS, *Assistant Commissioner*

PHILIP ARNOW, *Assistant Commissioner*

MARY S. BREDELL, Acting Chief, Office of Publications

ARNOLD E. CHASE, Chief, Division of Prices and Cost of Living

H. M. DOUTY, Chief, Division of Wages and Industrial Relations

JOSEPH P. GOLDBERG, Special Assistant to the Commissioner

HAROLD GOLDSTEIN, Chief, Division of Manpower and Employment Statistics

LEON GREENBERG, Chief, Division of Productivity and Technological Developments

RICHARD F. JONES, Chief, Office of Management

WALTER G. KRAM, Chief, Office of Field Services

PAUL R. KIRSCHBAUM, Chief, Office of Program Planning

LAWRENCE R. KLEIN, Special Assistant to the Commissioner

HYMAN L. LEWIN, Chief, Office of Labor Economics

FRANK S. McELROY, Chief, Division of Industrial Hazards

ABE ROTHRMAN, Chief, Office of Statistical Standards

WILLIAM B. SHELTON, Chief, Division of Foreign Labor Conditions

Regional Offices and Directors

NEW ENGLAND REGION

WENDELL D. MACDONALD

18 Oliver Street

Boston 10, Mass.

Conn. *New Hampshire*

Maine *Rhode Island*

Massachusetts *Vermont*

MIDDLE ATLANTIC REGION

LOUIS F. BUCKLEY

341 Ninth Avenue

New York 1, N.Y.

Delaware *New York*

Maryland *Pennsylvania*

New Jersey *District of Columbia*

SOUTHERN REGION

BRUNSWICK A. BADGEON

1371 Peachtree St. NE.

Atlanta 3, Ga.

Alabama *North Carolina*

Arkansas *Oklahoma*

Florida *South Carolina*

Georgia *Tennessee*

Louisiana *Texas*

Mississippi *Virginia*

NORTH CENTRAL REGION

ADOLPH O. BERGER

105 West Adams Street

Chicago 2, Ill.

Illinois *Missouri*

Indiana *Nebraska*

Iowa *North Dakota*

Kansas *Ohio*

Kentucky *South Dakota*

Michigan *West Virginia*

Minnesota *Wisconsin*

WESTERN REGION

CHARLES A. ROUAMENT

Acting Director

620 Sansome Street

San Francisco 11, Calif.

Alaska *Nevada*

Arizona *New Mexico*

California *Oregon*

Colorado *Utah*

Hawaii *Washington*

Idaho *Wyoming*

Montana

The *Monthly Labor Review* is for sale by the regional offices listed above and by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.—Subscription price per year—\$1.25 domestic; \$7.75 foreign. Price 25 cents a copy.

The distribution of subscription copies is handled by the Superintendent of Documents. Correspondence on editorial matters should be addressed to the editor-in-chief.

Use of funds for printing this publication approved by the Director of the Bureau of the Budget (November 15, 1947).

Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief (on leave)*
MARY S. BEDELL, *Executive Editor*

CONTENTS

Special Articles

- | | |
|-----|---|
| 561 | Housing in Britain and America |
| 569 | Assistance to Labor Surplus Areas in Europe |
| 577 | The Older Worker and Retirement Policies |
| 586 | Management Cooperation in Bargaining |
| 586 | Company Cooperation in Basic Steel Bargaining |
| 589 | Mutual Strike Aid in the Airlines |
| 592 | Bargaining Cooperation Among Auto Managements |
| 595 | An Appraisal of Management Cooperation |

Summaries of Studies and Reports

- | | |
|-----|---|
| 598 | Surgical Benefits Under Collective Bargaining, 1959 |
| 605 | Earnings in Selected Low-Wage Manufacturing Industries, June 1959 |
| 610 | A Review of Work Stoppages During 1959 |
| 615 | Latin American Labor Unions |

Departments

- | | |
|-----|--------------------------------------|
| III | The Labor Month in Review |
| 623 | Significant Decisions in Labor Cases |
| 629 | Chronology of Recent Labor Events |
| 631 | Developments in Industrial Relations |
| 637 | Book Reviews and Notes |
| 643 | Current Labor Statistics |

June 1960 • Vol. 83 • No. 6

Scheduled for Future Issues in 1960

- Family Budgets for City Workers and Elderly Couples
- Postwar Trends in Earnings
- Employee Earnings in Banking, Mid-1960
- Extension of Insurance Benefits to Pensioners
- Normal Retirement Benefits in Pension Plans
- Productivity Trends in 22 Industries
- Part-time and Full-time Workers
- Office Automation in the Federal Government
- Life Insurance Benefits Under Union Contracts

These Features Appear in Every Issue

The Labor Month in Review • Significant Decisions in Labor Cases • Chronology of Recent Labor Events • Developments in Industrial Relations • Book Reviews • Current Labor Statistics

Subscriptions, renewals, and single copy orders (accompanied by check or money order) may be placed through any of the following Bureau of Labor Statistics regional offices or the Superintendent of Documents, Washington 25, D.C., at \$6.25 a year or 55 cents a copy.

18 Oliver St.
Boston 10, Mass.

341 9th Ave.
New York 1, N.Y.

105 West Adams St.
Chicago Ill. 3,

1371 Peachtree St. NE.
Atlanta 9, Ga.

630 Sansome St.
San Francisco 11, Calif.

The Labor Month in Review

UNDER A WAGE ARBITRATION AWARD announced on June 3, 37,000 members of the Brotherhood of Locomotive Engineers (Ind.) will receive a 4-percent pay increase—2 percent on July 1 and the balance on March 1, 1961. The award made the previously accumulated cost-of-living allowance part of base pay, but this discontinued the escalator clause. Rail management estimated that the settlement would add an average of 11.3 cents an hour to the engineers' wages. The following day the Railway Conductors and Brakemen (Ind.) settled their wage dispute with the Class I carriers on the same formula, and the Locomotive Firemen and Enginemen and the Railroad Trainmen were expected to follow suit. The case of the Switchmen, the remaining operating union, was before a Presidential Emergency Board.

On June 8, the Presidential Emergency Board which investigated the wage dispute between the railroads and 11 nonoperating unions representing over 500,000 employees recommended a 5-cent-an-hour wage increase, effective July 1. Rather than an additional wage increase next spring, the Board recommended that the parties negotiate improvements in health and welfare benefits to take effect then. The Board, proposing that the new contract run at least until the fall of 1961, also recommended incorporating the current cost-of-living allowance into base rates but eliminating the escalator clause. The dispute between the Pennsylvania Railroad and the Transportation Workers Union, representing 25,000 maintenance employees, was referred to an Emergency Board on May 20. It involved work-classification rules and outside contracting.

The dispute over work rules between the rail unions and the major railroads is still being negotiated at the company level. On May 18, however, a Presidential Emergency Board disapproved demands the Railroad Trainmen had made to the commuter-carrying Long Island Rail Road, including reduction of the workweek for men in passenger

service and in local freight service from 6 to 5 days with no loss in pay. The Board endorsed the Long Island's demand for the right to arrange and assign runs. The carrier had contended that the brotherhood had exercised a veto power over crew assignments.

OTHER BARGAINING DEVELOPMENTS during the month included contracts for 35,000 employees of the Western Union Telegraph Co. The Commercial Telegraphers, representing employees outside New York City, and the American Communications Association, for New York employees, signed 2-year contracts providing for wage increases of 15 cents an hour for most employees and improvements in vacations and other benefits.

On June 2, a Presidential Emergency Board recommended an increase of 21 cents an hour for a 2-year contract, or 31 cents for 3 years, for nearly 5,000 Pan American Airways employees represented by the Brotherhood of Railway and Steamship Clerks. A few days later, the Clerks and the six other members of the Association of Air Transport Unions announced a strike assistance agreement to counter the mutual assistance pact of the major airlines. The unions pledged to furnish "all possible and practical moral and financial support" should one of them strike.

On June 9, Actors' Equity and the League of New York Theatres agreed on a 4-year contract, ending a week-long blackout on Broadway. One of Equity's major demands, the establishment of a pension program, was met by an agreement that the producers would contribute 1 percent of the actors' payroll the second and third contract years, and 2 percent the following 3 years. The theatre owners will contribute 1 percent each year. Minimum weekly salaries in New York were to be increased \$14.50 a week over the contract period. The following day, the Writers Guild's 5-month strike against the major Hollywood studios ended when parties agreed on a contract establishing pension and health and welfare plans. The settlement included a 10-percent pay raise and provision for the writers to get a percentage of sales of movies sold for television exhibition.

MEMBERS OF THE MACHINISTS UNION began a selective strike against Atlas missile installations from California to Florida on June 6, when their contract with Convair expired. On June 5, the

Auto Workers ratified a 2-year contract covering about 24,000 employees of North American Aviation, which will increase wages 7 cents an hour a year from now, continue the cost-of-living clause, and extend layoff and pension benefits.

The UAW and the Machinists struck seven Connecticut plants of United Aircraft Corp.'s Sikorsky Division in early June. The unions want strengthened grievance and arbitration procedure, a union shop, and automatic instead of merit increases; the company granted a unilateral wage increase last spring.

A THOUSAND DELEGATES GATHERED in Detroit on May 27 to found the Negro American Labor Council. A. Philip Randolph, who was elected president and who is also president of the Brotherhood of Sleeping Car Porters, stated that the council would not engage in collective bargaining or attempt to usurp the functions of established unions. He emphasized that the council's aim was to help strengthen the AFL-CIO's prestige among Negroes by keeping the Federation faithful to its constitutional pledge against discrimination. The convention called for the removal of union color bars to membership or job progress, reform of apprenticeship programs, elimination of racially segregated unions, and greater representation for Negroes at all levels of labor organizations. Responding to a charge of discrimination within its own ranks, the council expanded its all-male executive board to include two women.

Union antidiscrimination policy also was at issue at the Textile Workers Union convention in Chicago. Local 371 at Front Royal, Va., appealed the executive council's decision to freeze the local's assets so that it could not buy bonds to support a segregated private high school. The local became a leader in efforts to set up a private school when the courts ordered the public school to desegregate 2 years ago. The convention delegates upheld the council and found that Local 371 had violated the civil liberties clause of the union's constitution. Under the decision, the local may take the case to court or have it arbitrated by someone outside the union.

At its convention in Miami Beach, the Amalgamated Clothing Workers voted to use strikes, boycotts, and other economic weapons to protect domestic jobs and pay standards from the competition of low-cost textile and clothing imports.

The union's immediate concern is Japanese clothingmakers' plans to send 120,000 suits to the United States this year.

Members of the International Ladies' Garment Workers struck against competition from another quarter. About 1,200 employees of four Virginia plants of the Kenrose Manufacturing Co., which has recently acquired an interest in an Irish firm that plans to sell dresses initially in this country and later in Europe, walked out when management would not agree to contract clauses to protect them against loss of earnings as the result of diversion of work to the Irish company.

A NEW TECHNIQUE for minimizing jurisdictional problems in organizing has been developed by the AFL-CIO's Industrial Union Department. Each of four major unions was asked to list 25 unorganized Philadelphia establishments in which they had a prime interest. On a list of 94, there were only 7 duplications, none of which appeared on more than two lists. The four unions, with the aid of the IUD, planned to cooperate in organizing the 87 nonoverlapping plants.

Meanwhile, labor's efforts to organize white-collar and professional workers received a couple of setbacks in May. Western Electric Co. engineers voted 3,970 for no union to 2,603 for an affiliate of the Engineers and Scientists of America. The UAW lost the first election in its drive to organize white-collar workers at the major auto companies when Chrysler clerical workers at the missile plant outside Detroit voted 412 for the union and 532 against; white-collar workers at Chrysler auto plants are covered by a national contract with the UAW.

ON JUNE 2, A U.S. COURT OF APPEALS stayed the authority of Martin F. O'Donoghue, chairman of the Teamster board of monitors, to direct personally the work of the law firm employed by the monitors in their reform activities. The court also reinstated Lawrence T. Smith as monitor representative of the dissident Teamsters, holding that Federal District Court Judge F. Dickinson Letts had not used proper procedure in dismissing him.

The Executive Council of the Canadian Labor Congress on June 1 expelled the Teamsters for raiding, after a warning by the Labor Congress convention last month.

Housing in Britain and America

EDITOR'S NOTE.—*The article which follows is the second half of a report comparing British and American housing, which was based largely on the author's research in Great Britain during the first half of 1959. The first part of the report, published in the May issue of the Review (pp. 449–459), contained a discussion of characteristics and ownership.*

II. Volume and Expenditures

DOROTHY K. NEWMAN*

Volume

VIRTUALLY throughout the post-World War II period, expenditures for new housing constituted a smaller proportion of the gross national product in the United Kingdom than in the United States (table 1). The only exception was in 1953, when the crest of the British postwar housing campaign coincided with a cyclical downturn in American homebuilding. For the past 30 years or so, provision of new permanent housing in the United Kingdom per 1,000 population, year by year, has fallen short of the American, except during the midthirties (1934–38), when the United States was pulling out of the Great Depression (table 2).

On the other hand, provision of new dwelling units in relation to population increase has been substantially less in the United States than in the United Kingdom. The rate of population increase has been several times greater in the former than in the latter. Broadly speaking, in the United States, the volume of homebuilding has been in great part a function of population increase and other demographic influences plus effective demand. In the United Kingdom, obsolescence and critical shortages of housing have been more important and have served to mobilize policy for substantial Government housing programs.

The vicissitudes of house production in Britain, particularly since 1948 and to some extent since

World War I, have reflected Government policy, which has resulted in programs and legislation channeling funds into, or diverting them from housing, according to an evaluation of the overall needs of the Nation.¹

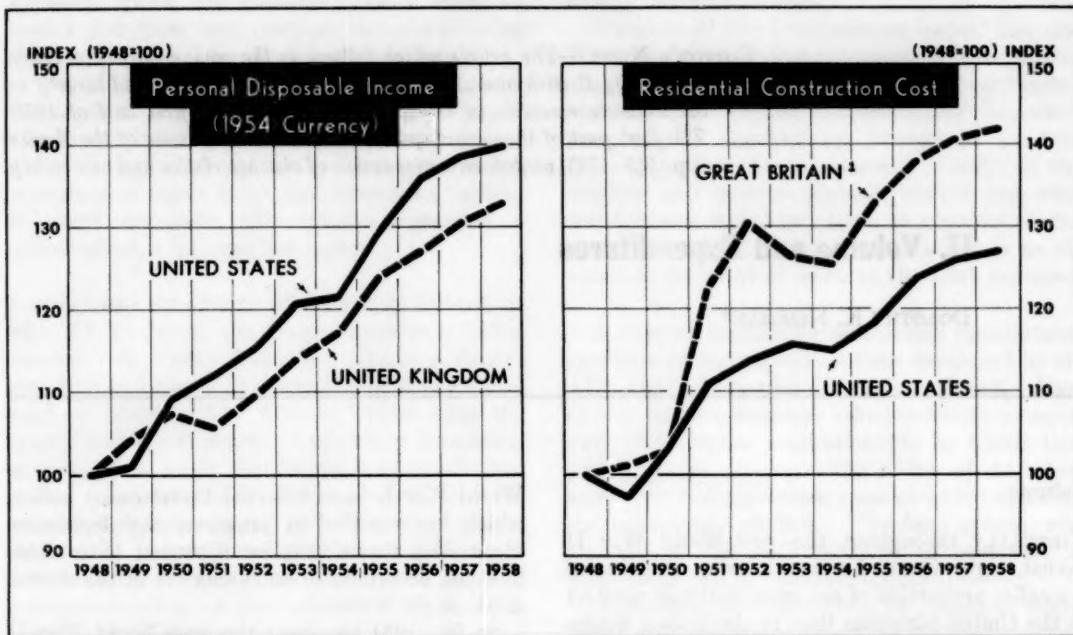
So far, 1954 has been the post-World War II peak year in British homebuilding; subsequent annual declines have been entirely in the public sector. Public housing was reduced in anticipation of a greater volume of private housing for general needs after removal of licensing controls in 1954, and to counteract inflation, especially during 1956–58. Government emphasis, in fact, shifted during the early 1950's. Because the overall housing shortage had materially diminished, policy changed from providing publicly for the general shelter needs of the population to making public contributions specifically for the country's more critical housing requirements—housing for the elderly; slum clearance and rebuilding; the New

*Of the Division of Prices and Cost of Living, Bureau of Labor Statistics.

¹ According to C. F. Carter and A. D. Roy, *British Economic Statistics* (Cambridge, University Press, 1954), p. 25, "As far as we can judge, housing policy since the war has assumed that the deficiency of houses, together with the number which ought at once to be demolished, comes to so great a sum that the 'need' can be considered to be boundless, and the problem reduced to one of allocating a block of resources to housing and making the fullest possible use of it."

See also annual reports of the Ministry of Housing and Local Government (these and other British documents cited subsequently were, unless otherwise indicated, published in London by Her Majesty's Stationery Office).

Chart 1. Personal Disposable Income and Residential Construction Cost, United Kingdom and United States, 1948-58



¹ Excludes Northern Ireland.

SOURCE: Personal disposable income: United Kingdom, National Income and Expenditure, 1957-59 (Central Statistical Office), 1959, tables 1 and 8;

United States, Survey of Current Business (U.S. Department of Commerce, Office of Business Economics), July 1959, table I-1. Residential construction costs: Great Britain, Ministry of Works; United States, E. H. Boeckh and Associates (Washington, D.C.).

Towns; and improvement and maintenance of the existing housing stock.²

At the same time, although the number of houses and flats being built by private enterprise has risen steadily since 1952, with a big spurt in 1954-56, the upswing has lost momentum in recent years. Thus, although the number of privately owned homes completed in 1958 was the largest in the postwar period, the 1-percent gain over the year did not offset a drop in public housing, so that the total of all dwelling units completed was less than at any time since 1952.³

That private new homebuilding would not advance more than it did in 1957 and 1958 was certainly not entirely anticipated, nor could it have been taken fully into account. The relatively disappointing rate of private housing activity doubtless resulted, in part, from lessening availability of credit and rising interest rates. High interest rates certainly curtailed the direct lending of

local authorities to private homeowners in 1957.⁴ It is likely also that scarcity of loanable funds and

² Among the tools used for these ends were continuation of Exchequer subsidies chiefly for these special housing needs (and for general housing purposes in Scotland, where the housing situation was deemed still to be critical); relaxation of rent controls in 1954 and again in 1957; special lending provisions as incentives to landlords and owner occupants to invest in repairs and capital improvements; and contributions to the lending capacity of the non-profit Building Societies for making mortgage loans on older properties.

Also, interest rates were raised, and Building Societies were forced to borrow on the open market instead of being offered the privileged rates of interest through the Public Works Loan Board.

See annual reports of the Ministry of Housing and Local Government. Also based on D. V. Donnison, Housing Policy Since the War in England and Wales, unpublished manuscript.

³ Annual Abstract of Statistics (Central Statistical Office), No. 95, 1958, table 61, p. 63, and Monthly Digest of Statistics (Central Statistical Office), No. 103, July 1959, table 99, p. 75.

⁴ This is a power which local authorities have had for some decades under the Small Dwellings Acquisition and Housing Acts, 1890 to 1923, and more recently, under the Housing Act, 1949. For discussion of the decline in lending, see the annual reports of the Ministry of Housing and Local Government, 1957, p. 14, and 1958, pp. 60-61. In fiscal years 1957 and 1958 (ending March 31), lending by local authorities to private individuals under the Small Dwellings Acquisition and Housing Acts declined by nearly £5 million (2,000 dwellings), and £14 million (6,500), respectively. The number of guarantees given under section 5 of the Housing Act, 1949, fell off by about 5,500 in fiscal year 1957 and about 500 in fiscal year 1958.

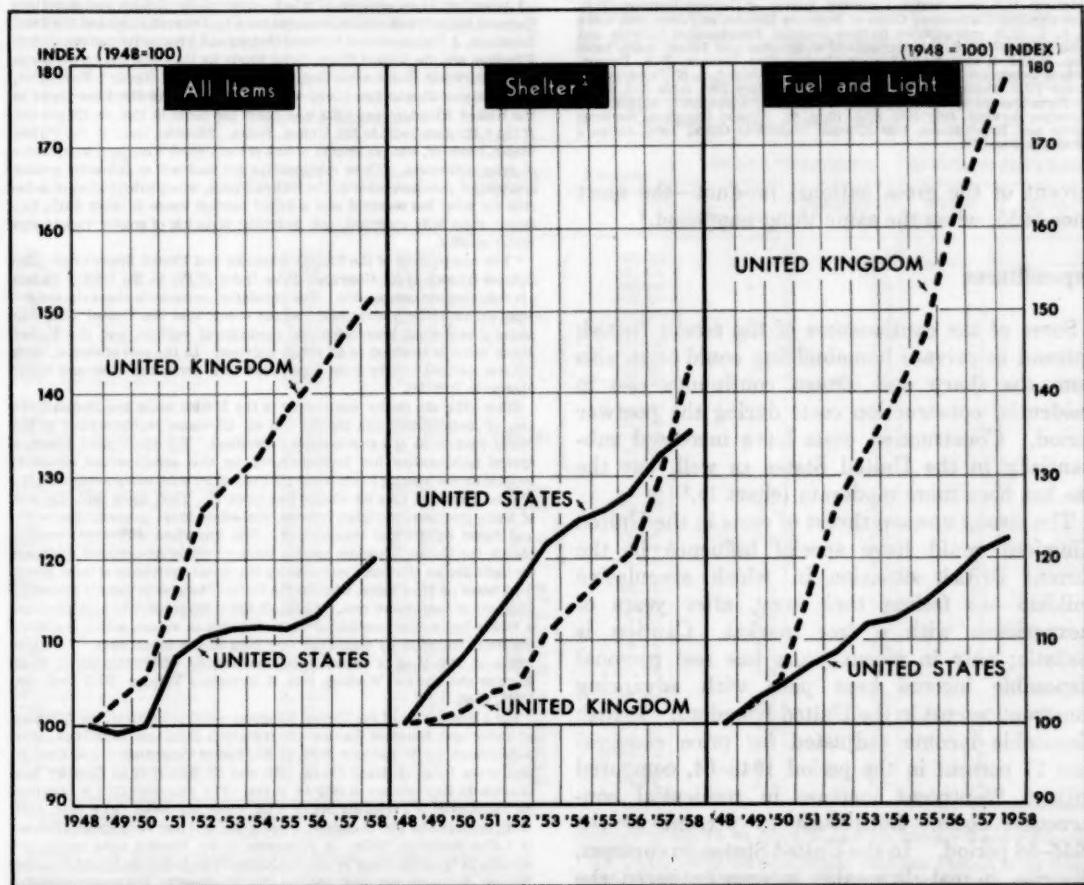
the high cost of borrowing damped all new private homebuilding to some degree.⁵ Indications are that, with undeniably high demand, new private housing activity could have risen substantially more than it did in recent years.

This kind of phenomenon is well understood also in the United States, where, at least during the 1950's, mortgage money market conditions have been among the most influential forces in the short

homebuilding cycle. During periods of tight money and rising interest rates, which usually parallel national monetary policy to combat inflation, mortgage lending has declined and homebuilding has subsequently dropped. When the economy has slowed down, credit demand and interest rates have fallen—speeded by a change in Government monetary policy—and mortgage lending has then increased, leading soon to a rebound in new homebuilding. Thus in 1958, rising house production helped pull the American economy out of the recession which began in 1957, and expenditures for new housing accounted for nearly 8

⁵ For various discussions of the 1957-58 credit squeeze in Britain, and its results, see, for example, *The Economist*, Jan. 26, 1957, pp. 303-304 and 405-406; Sept. 28, 1957, p. 607; Nov. 16, 1957, p. 607; Nov. 23, 1957, p. 699; and Feb. 8, 1958, p. 509.

Chart 2. Consumer Prices and Selected Housing Costs, United Kingdom and United States, 1948-58



¹ See text footnote 8.

SOURCE: United Kingdom, Annual Abstract of Statistics (Central Statistical Office), No. 95, 1958, p. 301; United States, Bureau of Labor Statistics.

TABLE 1. EXPENDITURES FOR NEW HOUSING IN RELATION TO GROSS NATIONAL PRODUCT, UNITED KINGDOM AND UNITED STATES, 1948-58

Year	United Kingdom		United States		
	Gross national product (millions)	Expenditures for new housing		Gross national product (billions)	Expenditures for new housing
		Total (millions)	As percent of GNP		Total (billions)
1948	£10,446	£337	3.2	\$259.4	\$10.8
1949	11,129	332	3.0	258.1	10.5
1950	11,687	331	2.8	284.6	15.0
1951	12,839	376	2.9	329.0	13.7
1952	13,967	494	3.5	347.0	14.2
1953	14,922	630	4.2	365.4	14.9
1954	15,945	644	4.0	363.1	16.2
1955	16,892	614	3.6	397.5	19.4
1956	18,267	626	3.4	419.2	18.2
1957	19,370	610	3.1	442.5	17.8
1958	20,130	581	2.9	441.7	19.0

SOURCE: U.S. gross national product, Survey of Current Business (U.S. Department of Commerce, Office of Business Economics), July 1959, table I-1, p. 7; U.S. expenditures for new housing, Construction Volume and Costs, 1915-1958 (U.S. Departments of Commerce and Labor, 1958), table 2, pp. 2 and 4, and table 3, p. 6; Construction Review (U.S. Department of Commerce and Labor), January 1959, table A-1, p. 16; Construction Review (U.S. Department of Commerce), February 1960, table A-1, p. 14; and Farm Income Situation (U.S. Department of Agriculture, Agricultural Marketing Service), July 1959, table 19, p. 51. United Kingdom, National Income and Expenditure, 1959 (Central Statistical Office, 1959), tables 1 and 49, pp. 1 and 82.

percent of the gross national product—the most since 1955, when the same thing happened.⁶

Expenditures

Some of the cautiousness of the recent British uptrend in private homebuilding could stem also from the sharp and almost continuous rise in residential construction costs during the postwar period. Construction costs have increased substantially in the United States as well, but the rise has been more moderate (chart 1).⁷

The strong upward thrust of costs in the United Kingdom could have special influence in the current British situation in which speculative builders are feeling their way, after years of inexperience with a free market. Caution is realistic; only in recent years has real personal disposable income kept pace with advancing construction cost in the United Kingdom. British disposable income (adjusted for price changes) rose 17 percent in the period 1948-54, compared with a 25-percent increase in residential construction costs. Both rose 13 percent in the 1955-58 period. In the United States, in contrast, the rise in real disposable income outpaced the increase in construction costs virtually throughout the postwar period (chart 1).

Also, postwar consumer prices have risen much faster in the United Kingdom than in the United States, and among the prime movers in the steep ascent in Britain since 1953 have been the prices for shelter, and fuel and light (chart 2).⁸ Until special rent increases were permitted landlords who made repairs (under provisions of the Housing Repairs and Rents Act, 1954), increases in the index for shelter in the United Kingdom reflected

⁶ The American situation is further aggravated by the relatively low, fixed interest rate of mortgage loans insured or guaranteed by the Federal Government (the Federal Housing Administration and Veterans Administration). In tight-money years, these loans decline in marketability, but in years of relatively easy credit conditions, they are in demand both by prospective homeowners and lending institutions. For a discussion of the 1957-58 situation, see Construction in the 1958 Economy (in Monthly Labor Review, January 1959, pp. 1-7).

⁷ According to an analysis of relative costs of the British and American "average house," included in the recent work by Deborah Paige and Gottfried Bombach, *A Comparison of National Output and Productivity of the United Kingdom and the United States* (Joint Study by the Organization for European Economic Cooperation and the Department of Applied Economics, University of Cambridge, Paris, OEEC, 1959), pp. 216-218, labor input in the United Kingdom was 2,525 man-hours per house in 1950, or 178 percent of the 1,420 man-hours in the United States. Material input in the United States, however, was 145 percent of that of the United Kingdom, irrespective of price differences. These relationships are analyzed as reflecting greater real output per site worker in the United States, where substitution of materials for labor has occurred and a better average house is being built, i.e., larger, more fully equipped, and including materials of greater variety and better quality.

⁸ The components of the United Kingdom and United States retail price indexes (known as the Consumer Price Index (CPI) in the United States) are only roughly comparable. The population coverage is about the same—wage earner and moderate salary earner except that the United Kingdom index covers rural households and agricultural workers, and the United States index is confined to an urban universe. In the case of shelter, both indexes covered chiefly gross rents until 1952 (including rates and water charges in Britain).

Since 1952, the shelter component of the British index has included the cost of maintenance and repairs and an allowance representative of the rental equivalent of owner-occupied dwellings. For the United States, a special computation has been prepared for this article which combines indexes for the housing items in the CPI which are most comparable with the United Kingdom data for shelter (see chart 2). They cover rent, the cost of home purchase, mortgage interest, real-estate taxes, property insurance, and home repairs and maintenance. One important difference remains, that is, the United Kingdom housing index covers owner-occupied dwellings by including an allowance representing the rental equivalent of those dwellings, based on gross value, whereas the United States data include the actual elements of homeowner cost. Although the value concept usually produces a higher figure, the monthly or annual change in values, which the index measures, theoretically would not vary from that of actual costs. For experience on this facet of measurement, see *Money Disbursements of Wage Earners and Clerical Workers, 1934-36, Summary Volume* (BLS Bull. 638, 1941), p. 86.

For a description of the United Kingdom retail price index, see Ministry of Labor and National Service: (1) Industrial Relations Handbook, 1944, Supplement No. 2, January 1948; (2) Method of Construction and Calculation of the Index of Retail Prices, 1956; and (3) Report of an Enquiry Into Household Expenditure in 1953-54, p. 244. The American CPI is described in Techniques of Preparing Major BLS Statistical Series (BLS Bull. 1168, 1954), ch. 9, and in *The Consumer Price Index, A Short Description* (Bureau of Labor Statistics, 1959). A discussion of the housing costs component appears in *Housing Costs in the Consumer Price Index* (in Monthly Labor Review, February and April 1956, pp. 189-196; 442-446). For a comprehensive and analytical comparison between the two indexes, see *The British and the United States Consumer Price Indexes* (in Monthly Labor Review, April 1957, pp. 475-483).

largely increases in rents for council houses and increases in local water charges and in local rates.⁹ Before 1953, such increases were persistent but much more gradual than in the United States, where rents were being rapidly decontrolled. From 1954 onwards, however, the increase in the shelter index in the United Kingdom exceeded the

⁹ Taxes levied on dwelling unit occupants for local services, usually paid with rent and included in the concept of gross rent.

¹⁰ Data giving insight into the reasons for the large increases for fuel and light in the United Kingdom appear in National Coal Board Report and Accounts, 1951, p. 8, and 1953, pp. 19 and 29; British Electric Authority, Fifth Report and Accounts, 1952-53, p. 9, and Sixth Report and Accounts, 1953-54, pp. 49 and 224-225. This topic is also discussed by C. R. Ross in a review of the general postwar price rise, Price Stability in the United Kingdom (in Bulletin of the Oxford University Institute of Statistics, Third Quarter 1958, pp. 265-284, especially pp. 280-281).

About the same proportion of British as American household expenditures go for fuel and light, although American households use more.

¹¹ By the summer of 1958, the number of dwelling units decontrolled by tenants vacating a property (a feature of the act) exceeded the higher priced units fully decontrolled by the act.

rate of rise in the United States. The upgrade would be even more precipitous for Britain in these years if charges for fuel and light were added, because of an especially sharp increase in the British prices for these commodities, particularly coal.¹⁰

The largest postwar rise in Britain's shelter index occurred between 1957 and 1958 (10.5 percent). This reflects only to a degree the relaxation of rent controls under the Rent Act of 1957. The Rowntree Housing Trust Study found that less than 3 percent of private rental units (or 7 percent of those under controls) were immediately decontrolled by the act, and 1 year after the act went into force, landlords responsible for about a third of privately rented property had not raised their rents at all. Only a minority had raised rents to the maximum levels permitted.¹¹

TABLE 2. NEW PERMANENT HOUSING IN RELATION TO POPULATION, UNITED KINGDOM AND UNITED STATES, 1924-58

Year	Population (thousands)		Number of new dwelling units					
	Total, United Kingdom	Nonfarm, United States	Total, United Kingdom ¹	Nonfarm, United States ²	Rate per 1,000 population		Ratio to population increase	
					United Kingdom	United States	United Kingdom	United States
1924	44,915	82,906		863,000			10.8	
1925	45,050	84,542		937,000			11.1	1.5
1926	45,232	85,420		849,000			9.8	.5
1927	45,388	88,508		810,000			9.2	.5
1928	45,537	89,933		753,000			8.4	.4
1929	45,673	91,190		696,000			5.6	.4
1930	45,866	92,548		330,000			3.6	.2
1931	46,038	93,195		254,000			2.7	.1
1932	46,335	93,452		134,000			1.4	.4
1933	46,520	93,186		93,000			1.0	.5
1934	46,666	94,069		126,000			1.8	.1
1935	46,869	95,089		221,000			2.3	.2
1936	47,081	96,316	³ 361,142	319,000	³ 7.7		3.8	.3
1937	47,280	97,559		336,000			3.4	.3
1938	47,494	98,845		406,000			4.1	.3
1939	47,702	100,040	221,758	515,000	4.6		5.1	.4
1940	48,226	101,407	57,104	602,600	1.2		5.9	.4
1941	48,216	102,848		706,100			6.9	.5
1942	48,400	104,686		356,000			3.4	.2
1943	48,789	107,564	³ 11,253	191,000	³ 2		1.8	.1
1944	49,016	107,390		141,800			1.3	.1
1945	49,182	107,186	3,095	206,300	.1		2.0	
1946	49,217	113,571	55,979	670,500			5.9	
1947	49,571	116,322	140,885	849,000	2.8		7.3	.3
1948	50,065	120,190	232,463	931,600	4.6		7.8	.2
1949	50,363	122,711	205,257	1,025,100	4.1		8.4	.4
1950	50,616	126,176	205,427	1,396,000	4.1		11.1	.4
1951	50,302	129,347	201,856	1,091,300	4.0		8.4	.3
1952	50,444	130,942	248,319	1,127,000	4.9		8.6	.7
1953	50,611	135,784	326,804	1,103,800	6.5		8.1	.2
1954	50,784	139,301	354,129	1,220,400	7.0		8.8	.3
1955	50,968	142,144	324,423	1,328,900	6.4		9.3	.5
1956	51,208	145,004	307,674	1,118,100	6.0		7.7	.4
1957	51,456	149,897	307,590	1,041,900	6.0		7.0	.2
1958	51,680	152,433	278,633	1,209,400	5.4		7.9	.5

¹ Units completed. ² Average annual.

³ Units started. ⁴ Less than 0.05 percent.

SOURCE: U.K. population for the years 1924-30, Statistical Abstract for the United Kingdom (Central Statistical Office), 53d No., 1946, table 5, p. 4; 1931-39, Annual Abstract of Statistics (Central Statistical Office), No. 91, 1954, table 6, p. 7; 1940-43, Monthly Digest of Statistics (Central Statistical Office), December 1949, table 1, p. 1; 1944-50, Monthly Digest of Statistics, October 1951, table 1, p. 1; and 1951-58, Monthly Digest of Statistics, July

1959, table 9, p. 8. U.K. dwelling units for the years 1924-57, Annual Abstract of Statistics, No. 95, 1958, p. 61; and 1958, Monthly Digest of Statistics, July 1959, table 98, p. 74.

U.S. population for the years 1920-49, Statistical Abstract of the United States, 1956 (U.S. Bureau of the Census, 1956), table 2, p. 5; and 1950-58, Statistical Abstract of the United States, 1959 (1959), table 6, p. 10. U.S. dwelling units, Nonfarm Housing Starts, 1889-1958 (BLS Bull. 1950, 1959), table 1, pp. 15-16.

According to the Rowntree Trust Housing Study findings, however, relatively more tenants who either remained in, or moved to, council houses during the year after passage of the Rent Act than tenants in privately owned properties had an increase in gross rent. In many cases, the increase may reflect the movement of rates rather than rents, since more council than private tenants pay rates with their rent.¹² On the other hand, council houses, which normally are let at well below rents that would be economic for a private landlord, are showing gradually rising rent scales. This is, of course, in response to rising maintenance and new construction costs, but it is also in recognition of increasing family incomes and the necessity to recover a larger proportion of costs, particularly since the Housing Subsidies Act of 1956 abolished general Exchequer housing subsidies.

Housing in the Household Budget

A rough indication of how much is spent for housing by British and American families, relative to other consumption items, may be obtained from comparing the national income accounts. This comparison gives some notion of the role of

TABLE 3. PERSONAL CONSUMPTION EXPENDITURES, BY TYPE OF PURCHASE, UNITED KINGDOM AND UNITED STATES, 1958

Type of purchase	United Kingdom		United States	
	Pounds (million)	Percent	Dollars (million)	Percent
All purchases	14,925	100.0	292,956	100.0
Food	4,672	31.3	67,394	23.0
Alcoholic drink	941	6.3	9,210	3.1
Tobacco	1,031	6.9	6,376	2.2
Housing	2,051	13.7	49,446	16.8
Shelter	1,374	9.2	39,030	13.3
Fuel, light, and power	877	4.5	10,416	3.5
Household furnishings ¹	1,038	7.0	20,752	7.1
Household operations ²	400	2.7	15,633	5.3
Clothing	1,383	9.3	28,756	9.8
Transportation ³	1,305	8.7	36,236	12.4
Reading and recreation	587	3.9	16,583	5.7
Medical and personal care	224	1.5	22,081	7.6
Other	1,293	8.7	20,489	7.0

¹ Furniture, floor coverings, household textiles, soft furnishings, hardware, and all appliances, including television and radio.

² Matches; soap; other cleaning materials; postal, telephone and telegraph services; and domestic service.

³ Motor cars, motorcycles (new and second hand), and operating costs, plus public transportation expense.

SOURCE: United Kingdom, National Income and Expenditure, 1959 (Central Statistical Office, 1960), table 18, pp. 14-15. United States, Survey of Current Business (U.S. Department of Commerce, Office of Business Economics), July 1959, table II-4, p. 17.

For a description of sources, methods, coverage, and definitions, see for the United Kingdom, National Income Statistics: Sources and Methods (Central Statistical Office, 1966), and for the United States, U.S. Income and Output (U.S. Department of Commerce, Office of Business Economics, 1959).

TABLE 4. PERCENT DISTRIBUTION OF HOUSEHOLD EXPENDITURES, BY TYPE OF EXPENDITURE AND TENURE, UNITED KINGDOM, 1953-54, AND UNITED STATES, 1950

Expenditure	United Kingdom ¹			United States ²	
	Tenants		Home-owners	Tenants	Home-owners
	Council	Other			
All expenditures	100	100	100	100	100
Housing	14	13	15	16	15
Shelter	9	8	10	13	10
Fuel, light, and power	5	5	5	3	5
Food	48	46	37	35	32
Clothing	11	11	13	12	11
Transportation	6	6	8	12	14
Other	21	24	27	25	28

¹ All households, including farm and nonfarm, rural and urban.

² Urban only.

³ Includes alcoholic beverages and tobacco.

SOURCE: United Kingdom, Report of an Enquiry Into Household Expenditure in 1953-54 (Ministry of Labor and National Service, 1957), pp. 203-208. United States, unpublished data from the Bureau of Labor Statistics.

housing in the Nation's personal accounts, which can be related to information on the characteristics of the houses, the cost of building them, and changes in the cost of living in them.

As illustrated in table 3, the rate of expenditures for housing in 1958, according to the income accounts, was relatively a little lower in the United Kingdom than in the United States—14 percent compared with 17 percent. The gap is entirely in the shelter component, since somewhat more is spent for fuel and light, proportionately, in Britain than in America. Otherwise, the comparison reveals the relationships ordinarily found between two countries of varying real income levels,¹³ with the share of food being much greater in the United Kingdom, where real income is lower, and the share of all other, normally less necessary items, being less than in the United States.¹⁴

The fact that the British spend comparatively less than Americans for housing, as individuals, is borne out by detailed surveys of consumer expenditures in both countries. These surveys, although for different years (1953-54 in the United

¹¹ For a more comprehensive analysis of the Rowntree Trust Housing Study results relative to the impact of the Rent Act of 1957, see D. V. Donnison, The Aftermath of the Rent Act in England (in Manchester Guardian, London, July 9 and 10, 1959).

¹² See Milton Gilbert and Associates, Comparative National Price Products and Price Levels (Paris, OEEC, 1958), ch. V.

¹³ The major exception to this generalization is for alcoholic beverages and tobacco, and it is explained chiefly by variations in taxation. In the case of medical care, expenditures are largely by the state in the United Kingdom, and so do not figure to any degree in personal spending.

Kingdom and 1950 in the United States), provide a means of exploring some of the reasons for the difference.¹⁵ Like reasons for some differences in the characteristics of the housing, however, many explanations for varying rates of expenditure for housing are complex and obscure. They could be ferreted out, if at all, only after a thorough study of the two societies. Dealing with them is clearly beyond the scope of this article.

The most obvious reason for some of the difference in the rate of spending for housing in the two countries is, of course, the subsidy of council rents in Britain and controlled rents in other tenant-occupied housing.¹⁶ Homeowners in Britain, however, spend very little more for housing than tenants, proportionately (table 4). In fact, if the American definition of homeowner expenditures—including only current expenses rather than assigning a value to the property¹⁷—had been used in the British study, the ratio spent by homeowners might have fallen below the ratio for tenants, as it did in the United States in 1950. Also, incidentally, the gap between the United Kingdom and United States ratio for all house-

TABLE 5. PERCENT DISTRIBUTION OF EXPENDITURES OF URBAN HOUSEHOLDS, BY TYPE OF EXPENDITURE, UNITED KINGDOM, 1953-54, AND UNITED STATES, 1950 AND 1956

Expenditure	United Kingdom		United States	
	1953-54	1956	1950	1956
All expenditures.....	100	100	100	100
Housing.....	14	16	16	16
Shelter.....	9	11	11	12
Fuel, light, and power.....	5	4	4	4
Household furnishings and operation.....	7	12	11	11
Food.....	33	30	31	31
Clothing.....	11	11	10	10
Transportation.....	7	13	13	13
Other.....	28	18	18	19

SOURCE: Data for the United Kingdom are based on a 1953-54 survey of consumer expenditures, conducted by the Ministry of Labor and National Service, and were provided by the Ministry from the basic tabulations. For the United States, data for 1950 are from *How American Buying Habits Change* (U.S. Department of Labor, 1959), pp. 50-51; the 1956 data were derived by applying the trend of personal consumption expenditures, as estimated by the U.S. Department of Commerce, to the 1950 data, *Ibid.*, p. 232.

holds would be somewhat greater than it appears from the available data (table 5).

In general, the higher the income the less, proportionately, is spent on housing. Also, like the United States, Britain shows proportionately somewhat greater expenditures for housing by families in the professional, managerial, and self-employed occupations than among the wage-earning groups (table 6). In both countries, for families at the same income level, the variation by occupation appears to a large degree to be a function of the size of household. In general, regardless of income, the larger the household, the less is spent on housing proportional to other expenditures (table 7),¹⁸ and households have tended to be larger among wage earners than among the other occupational groups. In both instances—between occupational and size-of-family groups—differences in spending patterns are somewhat smaller in the United States.¹⁹

The declining ratio of expenditures for housing as the family grows is doubtless a question of relative needs and priorities in consumption. The tendency is to fit the changing composition of the family to living space, rather than vice versa; the same living quarters may continue to be used by the growing family, but new and growing members require more food and clothing.²⁰ In recent years in the United States, the increasing number of home purchases by families who already own a house and the generally high rate of mobility²¹

¹⁵ For the United Kingdom, Report of an Enquiry Into Household Expenditure in 1953-54 (Ministry of Labor and National Service, 1957). The American data are for 1950; a survey for 1950-51 is now under way. However, the data for 1950 are shown updated to 1956 in table 5, and reveal little difference in the pattern of expenditures over the period. The 1950 data, based upon a sample survey by the Bureau of Labor Statistics, are published in detail in *Study of Consumer Expenditures, Income, and Savings* (Philadelphia, University of Pennsylvania, 1956-57), Vols. I-XVII. In addition to the discrepancy in time (1950 compared with 1953-54), there are some important differences between the two surveys in coverage and definition. Comparison of the results of the two surveys is nevertheless useful for broad analytical purposes and for analyzing the pattern of expenditures within and between groups of the population.

¹⁶ Council tenants had somewhat higher incomes on the average and spent proportionately a little more for shelter than other tenants in 1953-54—9 percent compared with 8 percent. For both types of tenants, 5 percent of total expenditures went for fuel, light, and power.

¹⁷ See footnote 15.

¹⁸ See also detailed tabulations from Report of an Enquiry Into Household Expenditure in 1953-54, op. cit., pp. 47-71; and Family Expenditures in Selected Cities, 1953-56, Vol. I, Housing (BLS Bull. 648, 1941), pp. 7-8. Although table 7 shows data only for modal groups, the detailed distribution in basic sources also reveal the relationships described in the text.

¹⁹ This is true irrespective of the fact that there are, on the average, more earners in each classification in the United Kingdom than in the United States, and within the occupation and household-size classes, the relative expenditures for housing in the United Kingdom falls as the average number of earners rises.

²⁰ BLS Bull. 648, op. cit., pp. 81-82.

²¹ 1959 Survey of Consumer Finances, Housing of Nonfarm Families (in Federal Reserve Bulletin, September 1959, pp. 1100-1101); and Mobility of the Population of the United States, March 1957 to 1958, Current Population Reports, Population Characteristics, Series P-20, No. 85 (U.S. Bureau of the Census, Oct. 18, 1958).

TABLE 6. HOUSING EXPENDITURES AND SELECTED HOUSEHOLD CHARACTERISTICS IN THE MODAL INCOME CLASS,¹ BY OCCUPATION OF HOUSEHOLD HEAD, UNITED KINGDOM, 1953-54, AND UNITED STATES, 1950

Occupation of household head	Percent of total expenditures for—						Household characteristics			
	All housing		Shelter		Fuel, light, and power		Number in household		Number of earners ²	
	United Kingdom	United States	United Kingdom	United States	United Kingdom	United States	United Kingdom	United States	United Kingdom	United States
All occupations	14	16	9	12	5	4	3.4	3.2	1.5	0.9
Employers and managerial	15	18	{ 10	{ 11	{ 5	{ 4	{ 3.1	{ 2.7	{ 1.2	{ 0.9
Professional, teaching, clerical	16	17	12	11	5	4	3.0	3.0	1.3	1.0
Clerical and sales										
Self-employed	14	16	8	11	5	5	3.3	3.2	1.5	1.1
Manual workers	13	15	8	5	5	4	3.6	1.6		
Skilled										.6
Semi-skilled										.9
Unskilled										.3

¹ United Kingdom, £10-£14 weekly; United States, \$3,000-\$4,000 annually.

² United Kingdom, number working for gain; United States, full-time earners.

NOTE: Because of rounding, sums of individual items may not equal totals.

indicate that housing in America today is more often being fitted to the family than it used to be, reflecting both greater prosperity and more housing space.

In any event, occupational and size variations in the pattern of family spending for housing decreased in the United States between the mid-thirties and 1950. The reduction of differences was undoubtedly achieved primarily through the

SOURCE: United Kingdom, Report of an Enquiry Into Household Expenditure in 1953-54 (Ministry of Labor and National Service, 1957), various tables. United States, Survey of Consumer Expenditures, 1950 (Bureau of Labor Statistics, 1953), mimeographed tables.

sharp rise in real incomes.²² It is likewise reasonable to assume that the somewhat larger variations by occupation and size of household in the United Kingdom than in America also will diminish as real incomes rise.

It is doubtful, in view of American experience and the rapid rise in homeownership in Britain itself under difficult circumstances, that class patterns or ways of living by themselves have an appreciable bearing on the rate of housing expenditures, as has sometimes been hypothesized.²³ There is ample evidence, instead, that in both countries, the standards which people of all walks of life set for themselves (the standard of living, as distinguished from the achieved levels of living) continue to rise and outpace what can be attained with available purchasing power.

TABLE 7. HOUSING EXPENDITURES AND NUMBER OF EARNERS IN THE MODAL INCOME CLASS IN EACH SIZE OF HOUSEHOLD, UNITED KINGDOM, 1953-54, AND UNITED STATES, 1950

Number of persons in household	Percent of total expenditures for—							
	All housing		Shelter		Fuel, light, and power		Number of earners ¹	
	United Kingdom	United States	United Kingdom	United States	United Kingdom	United States	United Kingdom	United States
1	31	25	19	20	13	5	0.1	0.4
2	15	17	10	12	5	4	1.4	.9
3	13	16	8	11	5	4	1.6	.9
4	14	15	9	11	5	5	1.5	.9
5	11	15	7	10	5	5	2.2	.9
6 or more	11	14	6	9	5	5	2.5	.8

¹ See footnote 2, table 6.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: See table 6.

²² See Dorothy S. Brady, *The Use of Statistical Procedures in the Derivation of Family Budgets* (in *Social Service Review*, University of Chicago Press, Chicago, June 1949, pp. 142-143). See also *Standards and Levels of Living of City-Workers Families* (in *Monthly Labor Review*, September 1956, pp. 1015-1023).

²³ See H. F. Lydall, *British Incomes and Savings* (Oxford, Basil Blackwell, 1955), pp. 191-193; and *Report of an Enquiry Into Household Expenditure in 1953-54*, op. cit., p. 108. Contrariwise, see S. J. Prais and H. S. Houthekker, *The Analysis of Family Budgets* (Cambridge, University Press, 1955), pp. 155-156, for an economic interpretation of the differences in expenditure patterns between social groups.

Assistance to Labor Surplus Areas in Europe

ELLEN M. BUSSEY*

THE PROBLEM of relieving persisting pockets of high unemployment in an otherwise healthy national economy is one which in recent years has received increasing attention in the United States and in other countries. A number of bills have been introduced in the U.S. Congress to authorize the Federal Government to aid areas with acute labor surplus problems,¹ and the High Authority of the European Coal and Steel Community will hold a conference of experts of the six Community countries² in June 1960 to discuss means of encouraging new economic activities in its labor surplus areas. Joint action is contemplated to rehabilitate regions currently suffering from persisting high unemployment as well as to forestall the development of new labor surplus areas resulting from the gradual elimination of trade barriers within the European Economic Community.

The European Community countries already have individual programs for national government assistance to labor surplus areas, as do most other non-Communist European countries.³ These programs, some of which antedate World War II, vary as greatly as the national economies in which they operate. In some countries, the aim of aid to labor surplus areas is to develop specific large parts of the country over a long period of time (southern Italy and northern Norway). In other countries, such as Great Britain (especially after 1958) and France, aid is distributed over many widely scattered areas, with new areas added as necessary and old ones dropped when possible. In countries such as Italy and Belgium, severe regional unemployment motivates the program, while in others such as Great Britain and Sweden,

it is the desire to have full employment throughout the nation. However, in all countries, aid to labor surplus areas is closely tied to general economic planning on a national scale. It is often merely a part of an economic plan for the entire country.

Among the most frequently encountered major European regional problems are historic poverty and dependence on a declining industry. The first is exemplified by such regions as Norrland in northern Sweden, the provinces of Drenthe and Overijssel in The Netherlands, the southern part of Italy, and the Bayrischer Wald in the Federal Republic of Germany. For a variety of reasons, these areas have never in the last century been able to provide a level of living for their populations as high as that prevailing in the rest of the respective nation. Poor and/or excessively fragmented agricultural land, locations too far away from the centers of distribution to attract industry, a continuing high rate of population increase, and extreme climates have been among the main reasons that certain regions have remained poor.

Examples of the second type of problem are shipbuilding, which in the traditional maritime countries of Europe has been adversely affected by recent competition from other nations as well as a general decline in the shipping industry, and coal, which has been suffering from the competition of another product, petroleum, as well as the depletion of many previously prosperous seams. Automation has not yet caused the degree of concern that it has in the United States, and the transfer of plants or industries from one part of the country to another, which has been so instrumental in creating labor surplus areas in this country, has thus far not been significant in Europe.

* Of the Division of Foreign Labor Conditions, Bureau of Labor Statistics.

¹ Legislation was first introduced in the 84th Congress where S.2963 was approved by the Senate and the House Committee on Banking and Currency but was still before the House Rules Committee at the end of the session. In the 85th Congress, S.3683 passed both the Senate and the House but was vetoed by the President. In the 86th Congress, S.722 was passed by the Senate and the House and was vetoed by the President on May 13, 1960.

² The Netherlands, Belgium, Luxembourg, the Federal Republic of Germany, France, and Italy. These countries are usually referred to as the European Community countries, since they are joined in the European Coal and Steel Community, the European Atomic Energy Community, and the European Economic Community.

³ This article is based on information gathered by the author in Europe in 1959. Reports on 4 of the countries studied have been published in greater detail in *Aid to Labor Surplus Areas in Great Britain, Belgium, the Federal Republic of Germany, and Sweden* (Bureau of Labor Statistics, *Foreign Labor Information*, 1960).

Assistance Programs

The reduction of unemployment in labor surplus areas has been attempted both by bringing industry to the worker and the worker to the job. The former method is currently the most widely used. It takes the form of persuasion through incentives to business enterprises. Such incentives, which vary considerably from one country to another, include loans, grants, reduced taxes, transportation subsidies, and government construction of industrial centers for leasing to desirable industry. Where local services, such as electricity, roads, and water supply, need to be improved, national funds are often made available to local governments.

There is a considerable difference of opinion concerning the extent to which national government incentives have succeeded in helping labor surplus areas. Certainly, many of the areas show important improvement since the institution of national assistance programs. Opponents of the programs charge, however, that general economic conditions in Europe have improved so much that these areas would have been more prosperous regardless, that incentives have not been sufficient to attract the most desirable industries (big companies with really large payrolls) to less desirable locations, and that local conditions, as well as aggressive leadership by local officials, have been more instrumental in improving the economic conditions of certain areas than has national assistance.

Financial assistance to unemployed workers who wish to move to a job in another part of the country is another method used to relieve labor surplus areas. Except in such overwhelming circumstances as the depression of the 1930's and the resettlement of refugees in the Federal Republic of Germany, this form of aid has been limited by opposition from local authorities and business, as well as by resistance of the worker, and national government reluctance to depopulate areas. A notable exception in this respect is Sweden, where efforts to bring the worker to the job receive far greater emphasis than those to bring industry to the worker. The Swedish Government's persistence in moving the worker is in part ascribed to the fact that the main source of its labor surplus is Norrland, the northernmost part of Sweden, where remote location, climate, and a high rate of

population increase have combined to doom repeated Government attempts at providing an adequate number of jobs.

Congestion in the old industrial centers of most European countries has further emphasized the wisdom of bringing industry to the worker rather than vice versa. Paris, Birmingham, London, the Ruhr cities, and Amsterdam are examples of cities faced with a variety of problems because of the constant heavy influx of population. Persuading industry to move to the worker has been one method of combating this situation, although several countries have at various times adopted the surer way of requiring industrial construction permits and refusing such permits for construction in congested areas.

All of the governments that have regional assistance programs also provide vocational training throughout the nation, but usually the two programs are not linked. Training may take place in special workshops or within plants. In the former case, the government pays the expenses and a subsistence allowance to the worker. In the latter, the government pays a decreasing part of the worker's wages as his training progresses.

Key personnel is often brought to the area by a new company, but some countries, such as The Netherlands and the Federal Republic of Germany, specify that a company must employ a certain number (depending on the size or the investment of the company) of locally unemployed persons if it is to qualify for certain financial advantages. The primary aim of most countries in bringing industry to the worker is to create employment for the youth who would otherwise swell the ranks of the unemployed or have to leave the area in search of work. Usually, little emphasis is placed on large-scale retraining of middle-aged or older workers for the skills required by a company newly brought into an area.

Administration

In some European countries, such as Belgium and Denmark, regional assistance is based on comprehensive legislation encompassing all or most of the programs; in others, such as The Netherlands and Italy, aid is based upon a number of laws applying respectively to certain areas or certain types of aid; and in still others, such as Germany, Sweden, and Austria, systems have de-

veloped over the years without legislation. In most of the countries, administration is centralized, with the national government allotting all or virtually all the funds for assistance, but in some cases, such as Germany and Austria, the provinces carry the major responsibility for administration, under general national supervision.

Where there is legislation authorizing aid to labor surplus areas, it may provide for the designation of these areas in a number of ways. The law may: (1) list them; (2) permit them to be named later by decree; (3) leave their determination to the administrator subject to parliamentary approval; or (4) leave their determination entirely to the administrator. Various combinations of these methods are possible. In Great Britain, for instance, the Distribution of Industry Act of 1945 listed areas eligible for assistance, but at the same time provided for adding new areas, subject to parliamentary approval. Later, the same act was amended to permit the administrator to designate areas for certain limited aid without parliamentary approval.

None of the laws set forth specific criteria to be used in determining whether an area should receive aid. The establishment of specific criteria, where necessary, is left to the administrator. In practice, administrators give primary importance to the rate of unemployment in an area in deciding whether an area needs national assistance, but more and more they have also been basing judgment on general economic considerations and the area's present economic status as well as its prospects. Thus they seriously consider such factors as the per capita tax income, the extent of exodus of young workers from the area, the length of commuting time for workers, the type of industry in the area and its future, and the rate of natural population increase. There is a widespread feeling that criteria should be flexible, since economic conditions are subject to rapid change. They point out that even the concept of what constitutes full employment varies according to time and

place, and economic, social, and political conditions.

Great Britain

The British Government has, since 1909, authorized assistance to unemployed workers wishing to resettle and has provided incentives to draw industry to labor surplus areas since 1934. The resettlement program was of great importance during the depression of the 1930's and immediately after World War II, when it helped to relocate persons displaced because of the war. In recent years, the number of unemployed workers seeking assistance to move has been relatively small, although population and labor force statistics reflect considerable privately financed outmigration from labor surplus areas. On the other hand, the program to bring industry to the worker has gradually expanded in the past three decades in order to eliminate persistent pockets of unemployment in an economy which has generally suffered from a labor shortage.

Industry to the Worker. Currently, the British program to bring industry to the worker is based on the Local Employment Act which became effective April 1, 1960. This law resulted primarily from the Government's desire to consolidate existing legislation,⁴ correct some of its failings, and simplify administration. It makes no radical changes in the area development policy, although it considerably widens the Government's powers.

The current law does not differ from previous legislation in establishing only the most general criteria for aid. Aid is to be available to "any locality in Great Britain in which, in the opinion of the Board of Trade, a high rate of unemployment exists or is imminent and is likely to persist (whether seasonally or generally)." The establishment of specific criteria to determine which areas meet this general requirement is left to the Board of Trade. The 1960 law eliminates the need for parliamentary approval for assistance to areas, which was necessary for all such areas from 1945 to 1958 and for some from 1958 to 1960.

Aid to labor surplus areas consists of construction of industrial centers on land acquired by purchase, agreement, or condemnation; loans and grants to private companies to induce them to locate in such areas; improvement of basic com-

⁴ Prior to the law of 1960, the British program to aid labor surplus areas was based primarily on the Distribution of Industry Act of 1945. Amendments had been added as thought necessary, resulting in a complex and sometimes confusing system. In addition, provisions of the Town and Country Planning Act were applicable to the program. For a detailed discussion of earlier legislation, see *Experience with Development Areas in Great Britain* (in *Monthly Labor Review*, May 1957, pp. 557-564), and *Assistance to Economically Distressed Areas in Great Britain* (in *Labor Developments Abroad*, Bureau of Labor Statistics, February 1960, pp. 1-7).

munity services; and the acquisition and improvement of abandoned, unsightly, or neglected land to provide sites for industrial use or generally improve the neighborhood. The recent Local Employment Act changed only very slightly the types of assistance granted under previous legislation.

The conditions under which loans and grants may be given are stipulated by law, but the amount or percentage of aid is determined in each instance. The ratio of grants to loans is also not covered by legislation. Aid has been preponderantly in the form of loans, and grants have been rare.

Assistance usually ranges from 50 to 100 percent of the required investment capital. Rents for factories owned by the Board of Trade are negotiated by the District Valuers for the Inland Revenue with each tenant on the basis of current market values in the area.

There are no statutory requirements concerning loan repayment terms, and in practice, terms vary with each project. The period of repayment may be set at any length, but normally it does not exceed 20 years and in no case has it exceeded 30 years. Typically, the loan term runs between 10 and 20 years.

To be eligible for assistance under the Distribution of Industry Act of 1945, a business was required to (1) be an industrial enterprise, (2) comply with the "proper distribution of industry," (3) show evidence that the requested loan could not be raised through ordinary channels on reasonable terms, (4) be willing to locate in an area designated for assistance, and (5) convince the Treasury that it had a reasonable chance for success and would eventually be able to continue profitably without Government assistance.

Only the latter two requirements apply under the law of 1960. The first two were abolished in 1958 and the third by the new law. Insurance companies, stores, etc., can now be given assistance, and the probability of persisting unemployment, rather than the area's industrial structure, is the main condition for aid. Furthermore, the Government may now loan money to any satisfactory applicant whether or not he has tried to obtain money elsewhere.

The Town and Country Planning Act of 1947 greatly aided the program to locate industries in labor surplus areas by stipulating that every

application for industrial construction exceeding 5,000 square feet was to be accompanied by a Board of Trade certificate stating that "the development in question can be carried out consistently with the proper distribution of industry." As a result, the Board of Trade was able to veto industrial construction near congested centers, thus indirectly aiding the area development program by forcing the entrepreneur to examine less favored industrial sites. The new Local Employment Act incorporates these certificate provisions and emphasizes the Government's intention to use them to provide additional employment where needed. This act requires the Board of Trade to decide whether to grant a certificate on the basis of "the need for providing employment in localities of high unemployment."

The Local Employment Act unifies the administration of the program to aid labor surplus areas under the Board of Trade, whereas previously the Board and the Treasury had shared the administration. Three Industrial Management Corporations (for England, Wales, and Scotland), consisting of local persons appointed and employed by the Board of Trade and headed by an Industrial Estates Coordinating Committee, will be used by the Board of Trade for the construction and leasing of industrial facilities. An advisory committee will assume the function of making loans and grants to companies, which was formerly exercised by the Treasury.

Worker to Industry. The procedure for bringing unemployed workers to a job is a simple one. Wherever feasible, the unemployed person is asked by the local employment office whether he is willing to move. If so, he may be selected for a suitable job for which no unemployed person in the new location is available. The worker receives free transportation to the new area for himself and his dependents, as well as a lodging allowance for a maximum of 2 years if his dependents are unable to join him. Moving expenses are also paid by the Government, plus £50⁵ toward legal and agents' fees if the worker needs to buy or sell a house and £10 for incidental expenses. The employment office in the home area makes all the necessary payments.

*1 pound = US\$2.80.

Belgium

Belgium's program to provide national Government assistance to labor surplus areas dates from the Regional Development Law of July 18, 1959. In order to be eligible for assistance under the law, an area must meet at least one of the following criteria: (1) Significant permanent unemployment both in absolute numbers and in percent of the labor force; (2) a significant exodus, bringing the area's population below the minimum required for economic progress; (3) seasonal, weekly, or daily commuting by a substantial proportion of the labor force under unfavorable circumstances; or (4) actual or threatened loss of major economic activities resulting in a material decrease in the area's income. The law also specifies that the combined population of the development areas cannot exceed 15 percent of the total national population at a given time. In the explanatory section which customarily precedes a Belgian bill, the Government stated that it was not considered desirable to make the criteria specific or to apply the benefits of the law to all areas meeting one or more of the established criteria. The Government reserves the right to select for assistance only those areas which in its opinion suffer the worst economic and social difficulties.

Assistance is available in the form of Government construction of business centers, advantageous loans, loan guarantees, grants, and tax incentives to private companies which apply within 3 years after an area has been declared a development region. At the national level, the Ministry of Economic Affairs and the Ministry of Middle Classes⁶ are responsible for the purchase and/or construction of industrial centers. Development corporations may be formed with shares owned by local, provincial, and national governments, as well as by private persons, but at least half of the shares held by the three governments combined must be owned by the local government. Real estate zoned as industrial may be condemned

by the national, provincial, or municipal governments to obtain land for building. Purchases or condemnations are made through the Purchase Committees which have handled condemnations for public works since 1929. Firms wishing to locate in the business centers may lease property for periods not exceeding 99 years.

Low interest loans may be obtained from specified banks⁷ which are subsidized by the Government in amounts equal to the difference between the actual rate charged the debtor and the "normal" rate as determined by the Government. Prevailing interest rates may be reduced by 4 percentage points (or more in certain circumstances) down to a minimum of 1 percent. No limit is set on the amounts of these loans. Applications for such loans are submitted by the bank for approval by the Ministry of Economic Affairs or the Ministry of Middle Classes, depending on the size of the establishment applying for a loan.

The Government may guarantee the repayment of capital, interest, and other expenses of such loans provided the total loans guaranteed do not exceed 1 billion francs at any one time.⁸ Applications for Government-guaranteed loans are made through the same lending institutions as the other loans, but these applications must have the approval of the Minister of Finance and either the Minister of Economic Affairs or of Middle Classes.

Grants may generally not exceed 20 percent of the cost of real estate and 7.5 percent of the cost of equipment, but under special conditions, these percentages may be increased to 30 and 10, respectively. No single grant may exceed 1 million francs. Applications for grants must be submitted to one of the nine provincial offices of the General Economic Inspectorate, which functions under the Ministry of Economic Affairs and enforces proper business practices. The regional inspector transmits the applications to the Ministry of Economic Affairs or the Ministry of Middle Classes, depending on the size of the enterprise.

Enterprises which have received loans or grants for the purchase or construction of plants are exempt from the real estate taxes for 5 years. The grants themselves are exempt from income taxes. The amount of the grant, however, must be deducted from the total investment cost for amortization purposes. Tax concessions may also be granted to enterprises which do not receive govern-

⁶ The Ministry of Middle Classes has been in existence since 1954. It is concerned with the problems of the independent craftsman and the small entrepreneur (employing 10 workers or fewer). In addition to considering the effect of proposed legislation on this group of the Belgian population, the Ministry provides technical assistance and information on credit facilities.

⁷ Five national and 4 international banks have been granted Government permission to make loans under the Regional Development Law.

⁸ 1 Belgian franc = US\$0.02.

ment loans or grants but which carry out the purposes described in the act. Requests for tax benefits go directly to the Ministry of Economic Affairs or to the Ministry of Middle Classes, and after approval are forwarded to the National Tax Office for implementation.

Relocation of Workers. Bringing the worker to the job presents an exceptionally difficult problem in Belgium because of the cultural and linguistic separation of the population. It is more or less accepted that persons living in the northern or Flemish-speaking part of the country will not move in large numbers to the French-speaking southern or Walloon part of the country and vice versa. Commuting is possible between most places within each region. As a result, little official emphasis has been placed on relieving labor surpluses by sponsoring relocation programs, although persons who cannot be employed locally and who take a job beyond commuting distance may be compensated for traveling and moving expenses by the Government.

Germany

In Germany, assistance to labor surplus areas developed in 1951 as a result of exceptionally high unemployment in certain parts of the country. Certain regions were designated as "reclamation areas" (*Sanierungsgebiete*). In 1953, the entire area adjoining the eastern border of the country (Border Area—*Zonenrandgebiet*) was designated by Parliament as an area eligible for aid on the basis of economic and political considerations.⁹ Areas that receive assistance are as a whole referred to as "development areas" (*Fördergebiete*). There is no law in the Federal Republic of Germany which prescribes programs for assistance to labor surplus areas. The assistance program requires the annual approval of Parliament, however, at the time that the budget for it is appropriated.

In 1951, three general criteria were applied to determine reclamation areas: (1) 25 percent or more of the wage and salary earners in an area of at least 100,000 inhabitants must have been unemployed on 5 key days; (2) in an area comprising at least a county, 80 or more persons (for whom there were no other employment possibilities) must have been employed in agriculture for every

DM 100,000¹⁰ of agricultural investment; or (3) in an area comprising at least a county, at least 30 percent of the agricultural investment must have been destroyed as a result of World War II. In 1953, the unemployment requirements were reduced to 19 percent, and areas with a combination of only 17 percent unemployed and 60 agricultural workers for each DM 100,000 of agricultural investment were made eligible for assistance. Since then, there have been no changes in these criteria in spite of the fact that the great improvement in the Federal Republic's economic situation has made the old criteria almost meaningless. In June 1959, the average rate of unemployment for the Federal Republic was 1.3 percent of the wage and salary earning labor force, and among the development areas, the highest rate of unemployment (8.5 percent) was in the county of Cham. The Ministry of Economic Affairs has tried to rewrite the criteria, placing less emphasis on unemployment figures and more on other aspects such as labor emigration from an area and the per capita tax income from the area. However, all new proposals have met with too much opposition to be put into effect. Thus, with very few exceptions, the current reclamation areas are the same as those of 1953.

Both reclamation and border areas were eligible for the following assistance in 1959:¹¹

1. Five-percent 15-year loans for industrial and handicraft enterprises, the exact amount to be determined in each case. Special 15-year loans at 3½ percent were available for new enterprises which expected to create at least one permanent job for a local person for every DM 10,000 credit extended to them.

2. Four-percent 15-year loans for tourist enterprises on the condition that the number of tourist beds would be increased. Hotels and guest houses could also receive subsidies, which have the effect of reducing interest rates 3 percentage points for 3 years (5 years in exceptional cases), for new construction or modernization of outmoded lodgings.

⁹ Here, because of the Iron Curtain, industry had lost its hinterland, and operation without subsidies was not sufficiently profitable. For economic as well as political reasons, however, it was thought desirable to prevent a large-scale industrial and population exodus from this part of the country.

¹⁰ 1 deutsch mark = US\$0.2381.

¹¹ The amounts and terms of assistance vary slightly from year to year, but the basic aims for which aid is made available remain the same.

3. Loans and grants for public or private non-profit organizations, such as economic consultants and trade promotion offices, established to improve general economic conditions in an area. Such organizations could receive 20-year loans at 2-percent interest, as well as grants. No limit was set on the amount of individual grants, but all grants combined could not exceed 50 percent of the total amount of money set aside for the promotion of general economic conditions.

4. Twenty-year loans at 2-percent interest to local communities for the improvement of public facilities such as roads, electricity, and water. For street construction, they could obtain even more favorable loans (25 years at 2 percent). Communities also benefited from grants up to 50 percent of the total Federal funds reserved for this type of activity.

5. Twenty-five year loans at 2 percent for agricultural projects such as rural electrification, irrigation, better drainage, and the improvement and cultivation of fallow land. Loans were available to public agencies or private organizations, but to individual agricultural enterprises only when this was thought desirable for the general improvement of the community. Grants were available only to public and private nonprofit organizations and could not exceed in total 50 percent of all Federal funds set aside for agricultural improvement.

6. Twenty-year 2-percent loans for vocational training to local governments, chambers of commerce and agriculture, and similar institutions of a public character. Assistance was not available for fixed continuing expenses such as salaries. Grants were available up to a maximum of 50 percent of the total Federal funds for this activity. Individual enterprises wishing to initiate or expand vocational training could also receive loans, but only under the less favorable conditions for industrial and handicraft enterprises.

Policy regarding labor surplus areas is evolved by an interministerial committee and executed by the Ministry of Economic Affairs. The administration of the program is left to the States, which must operate within general directives from the

Federal Government. The Federal Government encourages the States and local communities to add funds to those appropriated nationally, but does not require it.

In addition to the aid already described, the border area is eligible for transportation subsidies, tax incentives, preference in Government contracts, and special interest subsidies for rationalization purposes for those industrial or handicraft enterprises which can show that they were injured by the 1945 division of Germany.

Worker to Industry. Existing measures to encourage workers to move to the job developed largely from the need to solve the postwar refugee problem,¹² although nonrefugees have always been able to take advantage of them. The program covers all parts of Germany, not just the development areas. Aid in the form of loans or grants is available to all unemployed and to the employed who have been given notice of dismissal or who, for special reasons, are in need of another job. Subject to a means test, a worker and his family may receive travel expenses, including a per diem allowance where necessary; transportation of household effects; a family separation allowance; and an allowance to tide the worker over until he receives pay from his new job. The employment office in the area from which a worker moves evaluates his case and determines what kind of aid and how much he will receive.

Sweden

In contrast to the three countries discussed previously, Sweden does not have a program to aid specially designated labor surplus areas. Instead, the Swedish program is designed to go into effect in any area at any time. Programs to aid the unemployed consist of (1) assisting them to transfer to locations where employment is available, (2) promoting the location of new business in an area, and (3) public works.

The type and scope of the program to be used in an area are determined by the Royal Labor Market Board. The Board's executive council consists of two representatives from the Swedish Employers' Confederation (SAF), two from the Confederation of Swedish Trade Unions (LO), one from the Central Organization of Salaried Employees (TCO), one from agricultural and forestry

¹² More than 12 million persons, or approximately 25 percent of the Federal Republic's population, were refugees at the end of 1958. The majority of these refugees came across the eastern border of the Federal Republic in 1946 and 1947. They were provisionally settled close to the boundary and in agricultural areas. As a result, the border area, which as has been shown was already suffering from a variety of economic handicaps, was further burdened.

interests, and one from the female labor force. Although all decisions on unemployment problems are made in the Royal Labor Market Board, its program must each year receive the approval of Parliament.

The relocation of workers is favored by the Royal Labor Market Board as the cheapest and most effective method of solving structural unemployment. Public works are more expensive and are therefore usually reserved for short-term emergencies, and climatic and geographic problems present fundamental obstacles to the establishment of profitable industry in certain areas. The maintenance of uneconomic industries for the sake of creating job opportunities is not only considered undesirable, but also unnecessary. It is felt that as long as jobs are available in some parts of Sweden, the unemployed worker should be expected to move. When jobs are not available elsewhere (as during periods of depression), public works go into action.

The Swedish worker who transfers is eligible for travel and moving expenses, either in the form of an interest-free loan or a grant, for himself and his family. There is no means test. While traveling, he receives a 16-kronor¹³ daily allowance per person for himself and his dependents, including children between the ages of 4 and 18. A family allowance is available if accommodations cannot be immediately provided near the new job. Such an allowance may be paid for 6 months (1 year in exceptional cases) and covers the cost of the family's rent for the former domicile, in addition to a monthly allowance of 140 kronor for the wife or husband and 45 kronor for each child under 16 years of age. Since January 1951, a lump-sum starting allowance of 300 kronor has been granted to relocated workers. The Government has attempted to cope with the housing shortage in labor-short areas by purchasing and furnishing prefabricated houses to accommodate relocated workers and by channeling funds for mortgage loans into these areas.

The Royal Labor Market Board tries to influence the choice of location for the establishment of industrial plants and other enterprises through its Industrial Location and Research Division, which most large companies consult before building. Municipalities desirous of attracting new industries sometimes request the Royal Labor Market Board to make studies to determine the suitability

of their respective areas for certain industries. These analyses of local conditions, kept up to date by the Board, contain information on population and manpower, availability of sites, communication, local taxation, etc. In 1955, the Board began a project for systematic industrial planning for the entire country. In regional surveys, the present location of industrial, commercial, and service enterprises is studied, and prognoses are made concerning future population and employment developments.

The Royal Labor Market Board usually attempts to dissuade entrepreneurs from locating in Stockholm,¹⁴ and instead tries to steer them to labor surplus areas. A loan program for small- and medium-sized industries is also used to divert industry into labor surplus areas. This program is operated by provincial industrial societies (organizations of all business in a given area), which receive money for business loans from the Government. In this manner, more money can be channeled into labor surplus areas than into other parts of the country. The conditions on which these loans are granted to private companies are determined by each local industrial society. The Government lends the societies the money at 3½-percent interest and they in turn may not charge more than 6½ percent. In practice, they usually charge about 5 percent and require that loans be repaid in 10 years. Loans to any one plant may not exceed 40,000 kronor unless there is special authorization from the Board of Trade. Then the maximum amount may reach 100,000 kronor. Government guarantees may be obtained where larger loans are needed.

Where additional public services are needed, it is generally expected that the municipalities will supply them. Where this is not possible, the central Government will provide them through the appropriate ministry, e.g., the Ministry of Transportation might supply a railroad connection. Sometimes such additional services are supplied through public works by the Royal Labor Market Board if the area has high unemployment.

¹³ 1 krona = US\$0.1933.

¹⁴ Until January 1, 1959, the Industrial Location and Research Division could direct plants away from already heavily industrialized parts of Sweden through its control of building licenses. The license requirement had been initiated after World War II by the Government in an effort to curtail construction because of material shortages and inflationary trends. It was used indirectly to guide industry to labor surplus areas. In 1959, this requirement was abolished because it had served its initial purpose.

The Older Worker and Retirement Policies

MARGARET S. GORDON*

EDITOR'S NOTE.—*This is the second article published in the Review based on a study of employer policies toward the older worker in the San Francisco Bay Area, carried out by the staff of the Institute of Industrial Relations at the University of California, Berkeley. The first article, *The Older Worker and Hiring Practices*, appeared in the November 1959 issue (pp. 1198-1205).*

DURING THE LAST QUARTER of a century, prevailing attitudes toward retirement policy in the United States—and elsewhere as well—have been sensitive to changes in labor market conditions. In 1935, when the Social Security Act was passed, there was widespread sentiment in favor of retiring older persons to open up employment opportunities for younger jobseekers, and employers who required their employees to retire at age 65 were not often subjected to criticism.

Throughout most of the 1940's and the early 1950's, however, manpower was relatively tight, and it was widely felt that the productive services of elderly persons were needed by the economy. Meanwhile, there was increasing awareness of the rising proportion of elderly persons in the population and concern over the prospect of a substantial financial burden for society if large numbers of elderly persons who were still capable of working were forced into retirement and supported through social security benefits and private pensions. Moreover, many of the unions—influenced at least in part by the reluctance of their older members to face involuntary retirement—were pressing for more liberal retirement policies and, as they became increasingly involved in nego-

tiations for private pension plans, were able in some cases to enforce demands for flexible retirement provisions, or for raising the involuntary retirement age, in negotiated plans. Meanwhile, employers who enforced involuntary retirement policies were subjected to considerable criticism. And the retirement test in the Social Security Act was progressively liberalized during the 1950's as a means of encouraging old-age insurance beneficiaries to supplement their monthly benefits through part-time earnings.

Within the last few years, there have been scattered indications of a shift back to attitudes resembling those of the 1930's, at least in certain union circles. Concern over the sluggish recovery of employment in the wake of the 1957-58 recession has clearly been responsible. Thus far, there have been few indications of actual changes in the policies of individual unions toward the retirement provisions of their pension plans, but it is interesting to note that Nelson H. Cruikshank, director of the Social Security Department of the AFL-CIO, testified against any further relaxation of the retirement test at hearings of the Senate Subcommittee on Problems of the Aged and Aging in 1959.¹

Meanwhile, despite the widespread efforts of both public and private groups to improve employment opportunities for older workers and combat compulsory retirement policies, the proportion of men aged 65 and over in the labor force dropped sharply during the 1950's. The decline represented a continuation of a long-run trend that had been interrupted only briefly during World War II. According to the monthly labor force survey, only 32.7 percent of all men aged 65 and over were in the labor force in March 1960, compared with 46.8 percent in March 1950. During the same period, the proportion of women aged 65 and over in the labor force had edged up a little—from 9.5 percent in March 1950 to 10.3 percent in March 1960.²

Thus, the stage appears to be set for intensive debate over issues of retirement policy in the 1960's. And employer retirement policies, which

*Associate Director, Institute of Industrial Relations, University of California (Berkeley).

¹ Hearings, U.S. Senate Committee on Labor and Public Welfare, Subcommittee on Problems of the Aged and Aging (86th Cong., 1st sess.), June 16-18, 1959, pp. 199-201.

² See Current Population Reports, Labor Force, March 1960 (U.S. Bureau of the Census), Series P-57, No. 93, and Monthly Report on the Labor Force, March 1960 (U.S. Department of Labor).

form the subject matter of the present article, will undoubtedly continue to represent a focal point of controversy.

Involuntary Retirement Policies in Industry

Despite the rising concern over the problem of involuntary retirement in the early 1950's, several nationwide studies indicated that only a small proportion of the elderly persons who were out of the labor force had been forced to retire because of involuntary retirement policies. In a survey conducted by the U.S. Bureau of the Census in 1952, it was found that only 13 percent of all men aged 65 and over who were out of the labor force had retired under the rules of formal retirement systems.³ An additional 11 percent had been retired involuntarily because of age, layoffs, or for other reasons. The great majority (76 percent) of the men indicated that they had decided to retire voluntarily, while a substantial majority (60 percent) said that their decision to retire was attributable to ill health. A 1950 survey of 15,000 elderly Federal old-age and survivors' insurance beneficiaries yielded somewhat similar results for both men and women.⁴

There is reason to believe that if the 1952 Census survey were repeated today, the results would show a somewhat higher proportion of elderly men who had left the labor force because of involuntary retirement systems. Formal retirement systems are rarely found in firms that do not have pension plans, but the adoption of a pension plan, at least of the single-employer type, is usually accompanied by the institution of formal retirement procedures. Hence, the rapid growth of pension plans during the last decade has undoubtedly been associated with a substantial increase in the proportion of workers employed in firms with formal retirement systems.⁵

Among workers covered by pension plans, the proportion subject to some type of involuntary retirement policy tends to be very high. However, as a 1957 study of larger pension plans in New York State indicated, involuntary retirement provisions are found chiefly in single-employer plans. A compulsory or automatic retirement age was found in only a tenth of the multiemployer plans, compared with seven-eighths of the non-bargained single-employer plans and more than two-thirds of the bargained. Although multi-

employer plans represented a large proportion of all plans adopted during the 1950's, only about 40 percent of all workers covered by these larger plans in New York State were under multiemployer plans.⁶

As will be seen at a later point, involuntary retirement policies vary considerably in the rigidity or flexibility with which they are administered. A National Industrial Conference Board study, in which employer retirement policies were classified in accordance with actual practice rather than with the formal provisions of pension plans, indicated that about half of the firms required retirement at a fixed age, while approximately a fourth permitted employees to continue working with few or no restrictions. Most of the remaining firms followed policies between these two extremes, under which employees were retired at a fixed age unless they received special management permission to continue working. The study also indicated that the larger the firm, the more likely it was to have an involuntary retirement policy.⁷

Data on variations in retirement policies by industry group are very scanty. Yet it is apparent that retirement policies do vary significantly from one industry group to another. For one thing, the proportion of workers covered by pension plans varies considerably among industry groups, as the data in the accompanying table

³ See Peter O. Steiner and Robert Dorfman, *The Economic Status of the Aged* (Berkeley, University of California Press, 1957), p. 48.

⁴ See Margaret L. Steeker, *Why Do Beneficiaries Retire? Who Among Them Return to Work?* (In Social Security Bulletin, U.S. Department of Health, Education, and Welfare, Social Security Administration, May 1955, pp. 3-12, 35-36). For a variety of reasons, the findings of this study were not strictly comparable with those of the Census survey.

⁵ The number of workers covered by private pension and deferred profit-sharing plans in the United States increased from 9.8 million in 1950 to 19.0 million in 1958, or from 15.6 percent to 28.8 percent of the civilian labor force. In addition, more than 4 million Government employees were members of retirement systems in the latter year, and hence subject to formal retirement programs. See Alfred M. Skolnik and Joseph Zisman, *Growth in Employee-Benefit Plans, 1954-57* (In Social Security Bulletin, March 1959, p. 12); *Private Pension and Deferred Profit-Sharing Plans, 1957-58* (U.S. Department of Health, Education, and Welfare, Social Security Administration, 1960); and *Annual Statistical Supplement to Social Security Bulletin, 1958*, p. 1. Data on the civilian labor force are from Current Population Reports, Labor Force (U.S. Bureau of the Census), Series P-57, various issues.

⁶ See Pensions, Large Plans in New York State, 1957 (New York, State Department of Labor, 1957), pp. 2-11.

In a nationwide study of 300 pension plans under collective bargaining, conducted in 1958, it was found that 3 out of 5 of the plans called for involuntary retirement and that this proportion had apparently not changed significantly since 1952. See *Pension Plans Under Collective Bargaining* (BLS Bull. 1259, 1959), pp. 20-22.

⁷ F. Beatrice Brower, *Retirement of Employees, Policies, Procedures, Practices* (New York, National Industrial Conference Board, Inc., 1955), *Studies in Personnel Policy*, 148, p. 8. The study covered 327 firms, of which only 13 had fewer than 250 employees. Thus, its results reflect primarily the practices of the larger firms.

PERCENT OF OFFICE AND PLANT WORKERS EMPLOYED IN ESTABLISHMENTS WITH PENSION PLANS, 11 LARGE LABOR MARKET AREAS, 1958-59

Type of worker and area	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance	Services
OFFICE WORKERS							
Boston	79	76	92	68	61	89	59
Buffalo	81	81	89	(*)	(*)	(*)	(*)
New York City	82	77	92	82	57	88	62
Philadelphia	84	82	91	71	85	94	50
Baltimore	88	90	93	78	81	92	(*)
Dallas	69	81	85	(*)	63	55	(*)
Chicago	76	75	86	72	77	84	41
Detroit	83	90	91	58	42	57	40
Los Angeles-Long Beach	83	83	98	62	(*)	90	270
San Francisco	82	83	87	65	36	96	(*)
Oakland	81	90	78	(*)	79	(*)	(*)
Seattle	81	90	78	(*)	(*)	(*)	(*)
PLANT WORKERS							
Boston	66	72	90	58	57	-----	23
Buffalo	77	81	89	(*)	(*)	-----	(*)
New York City	82	85	98	84	74	-----	79
Philadelphia	65	68	95	82	61	-----	7
Baltimore	80	87	99	42	72	-----	(*)
Dallas	63	66	85	(*)	53	-----	(*)
Chicago	60	65	94	59	45	-----	17
Detroit	79	89	97	50	42	-----	9
Los Angeles-Long Beach	70	66	96	57	(*)	-----	238
San Francisco	70	66	95	89	52	-----	(*)
Oakland	70	66	95	(*)	52	-----	(*)
Seattle	68	75	93	(*)	52	-----	(*)

¹ Excludes railroads, government institutions, and the construction and extractive industries.

² Transportation (excluding railroads), communication, and other public utilities except municipally operated establishments.

* Excludes motion picture production and allied services; data for these industries are included, however, in "all industries."

⁴ Coverage insufficient to justify separate presentation of data, although the industry division is represented in "all industries."

SOURCE: U.S. Bureau of Labor Statistics, Wages and Related Benefits, 20 Labor Markets, 1958-59, Bull. 1240-22 (1959), pp. 76-81.

indicate.⁵ And the industry groups with the largest proportions of workers covered by pension plans tend to be particularly likely to include involuntary retirement provisions in their plans.

Nevertheless, as a study by the National Committee on Aging points out, there are "sharp differences in policy and practice in companies which would seem to have relatively similar operational conditions."⁶ An exploration of the reasons for these differences is a major objective of the present article.

⁵ These data relate to nonsupervisory workers in the larger metropolitan areas, where the proportion of workers covered by pension plans is considerably higher than in smaller communities. They exclude construction workers, who, at least until very recently, were rarely covered by pension plans.

⁶ Geneva Mathiassen, Ed., Flexible Retirement (New York, G. P. Putnam's Sons, 1957), p. 18.

⁷ Intensive interviews were conducted with representatives of 65 firms in the area in 1954 to 1956. In 1959 and 1960, some of the management representatives were reinterviewed, and an effort was made to obtain up-to-date information on retirement policies, as well as recent copies of pension plans, particularly for the larger firms.

⁸ Of the 35 large firms in the sample, about three-fourths had 1,000 or more workers and a fourth had 5,000 or more. The companies were widely distributed industrially, and the great majority had their head offices in the San Francisco area.

The San Francisco Study

Interviews with employers in the San Francisco Bay Area, conducted in 1954-56 by the staff of the Institute of Industrial Relations at the University of California, Berkeley,¹⁰ were designed to shed light on management attitudes toward employing and retiring the older worker, rather than to provide a basis for statistical analysis of employer practices. To the extent that the study yielded information on variations in retirement policies associated with the industry and size characteristics of firms, the results were highly consistent with those of other studies. Thus, in reporting the results of the San Francisco study, attention will be centered primarily on attitudes toward retirement policies as expressed by management representatives, and on retirement practices in small firms, which have rarely been studied.

Policies of Large Firms. By 1959-60, the great majority of the larger firms (those with 300 or more employees) in the sample had pension plans or were in the process of introducing them.¹¹ A number of firms had adopted plans during the period since the original interviews were conducted.

Among the firms with pension plans, involuntary retirement policies were decidedly the prevailing practice. Most of the firms were classified as having "compulsory" retirement policies (under which employment beyond the compulsory age was permitted only at the discretion of management). In all but a few of these firms, moreover, exceptions were permitted infrequently or very rarely. A small minority of the firms had "automatic" retirement provisions (no exceptions permitted), while at the other extreme was another comparatively small group of firms in which there was no involuntary retirement age.

Union policy was clearly a significant influence in most of the large firms that had pension plans but no involuntary retirement age. In addition, there were a few firms in which an involuntary retirement policy prevailed for nonunionized employees, whereas, under the provisions of a negotiated plan or plans, a more flexible policy prevailed for certain groups of union employees. But these cases were far too few to require any substantial modification of the generalizations made in the previous paragraph. For the most part, in the large firms which had

involuntary retirement provisions, the policy was apparently accepted by the union.¹² There were a few cases (a large airline and a food processing firm) in which company policy had prevailed over some degree of union opposition. There were also several firms (in banking, insurance, and business services) in which employment was predominantly white collar, and unions had no influence, except for very small groups of service or maintenance employees.

With very few exceptions, 65 was the required retirement age in the firms with involuntary retirement policies. Higher compulsory or automatic retirement ages, ranging from 66 to 70, were found in a very small minority of cases, and it was apparent that union influence was at least partly responsible for the higher retirement age in all but one of these cases. A compulsory retirement age below 65 prevailed in only one firm, a large airline, in which women and flight personnel were required to retire at 60, while the retirement age for all other employees was 65. Several of the other firms had required women to retire at 60 at the time of the original interviews, but had raised the retirement age for women to 65 by 1959-60.¹³ Apart from the elimination of the earlier retirement age for women, very few changes in involuntary retirement ages had been made by these large firms between 1954-56 and 1959-60, and the few changes that had been made were not all in the same direction.

Perhaps the most notable change during this period had been the liberalization of pension plans, chiefly through the addition of provisions for vesting and for disability retirement and through changes in benefit formulas.

In addition, a good many large firms in the San Francisco area had also introduced preparation-for-retirement programs, or had expanded existing programs. Limitations of space prevent any analysis of these programs in the present article. But it is clear that prevailing management philosophy in the large firms in the area, as elsewhere in the Nation, tended to favor adherence to a fixed retirement age, along with an effort to encourage employees to develop a more positive attitude toward retirement through preparation-for-retirement programs and the liberalization of benefit provisions. Even so, retirement benefits available under many of the plans were still very modest.

About a third of the large firms in the sample had no involuntary retirement policy. This group was about evenly divided between firms that had a pension plan and those that did not. There was a tendency for the group to include a disproportionate representation of firms with fewer than 1,000 employees, those that had been established in comparatively recent decades, and those in which employment was characterized by particularly sharp seasonal variations or pronounced cyclical or irregular fluctuations. Slightly more than half of these firms were engaged in food processing, construction, trade, or service industries. Moreover, as suggested earlier, in the firms that had pension plans but no involuntary retirement provisions, union policies tended to be at least partly responsible for the absence of such provisions.¹⁴

Management Attitudes in Large Firms. Despite the predominance of involuntary retirement policies in large firms, it is clear that management attitudes toward retirement policy differ significantly, not only from firm to firm but also, to some extent, within firms. A number of interviewees, especially in the largest companies, commented that the firm's retirement policies had been carefully reviewed on several occasions and that the views they expressed in favor of such policies tended to reflect the considered judgment of the firm's top management group. On the other hand, a few interviewees expressed disagreement with the firm's policy, and several others commented that the policy had been adopted on the advice of an insurance company or pension consultant and had not been carefully deliberated by top management.¹⁵ In most cases, where opinions were expressed in favor of involuntary retirement policies or in opposition to them, more than one reason was mentioned.

¹² For a more detailed discussion of union retirement policies in the area, see Melvin K. Bers, *Union Policy and the Older Worker* (Berkeley, University of California, Institute of Industrial Relations, 1957).

¹³ Nationwide studies also indicate that there has been a decided trend toward eliminating a retirement age of 60 for women. At the same time, the age at which working women were eligible for retirement benefits, under a 1956 amendment to the Social Security Act, was lowered to 62.

¹⁴ As readers of my earlier article on The Older Worker and Hiring Practices will recall, there was a decided tendency for upper age limits in hiring to be associated with involuntary retirement policies in large firms. It was also apparent that both types of policy tended to be associated with the age and size of the firm and the nature of the employment relationship in the industry.

¹⁵ Most of the interviewees in the large firms were personnel or industrial relations directors. In the small firms, the interviewees were likely to be presidents, vice presidents, or general managers.

In approximate order of the frequency with which they were mentioned, the reasons expressed in favor of involuntary retirement policies were as follows (with selected illustrative comments):

1. A uniform retirement policy avoids the disadvantages of discrimination between employees.

- Manufacturer.¹⁰ "The company is not certain that 65 is the most desirable retirement age, but it is very certain that there must be a definite, automatic retirement age. If a flexible retirement plan were tried, it would be difficult to decide just when the ability of the worker begins to decline, and even if the company could decide, it would be impossible to convince the individual worker."

- Food products manufacturer. "Morale would suffer if discrimination entered into the retirement of different employees. This consideration applies to both supervisory and nonsupervisory personnel."

- Oil company. "There has never been an objective method that would satisfy those rejected. The selection procedures and standards that are used in hiring are not applicable to this situation, because you have to explain and justify it to employees. I think that the compulsory retirement age will rise sooner or later and that it's important that there be no restrictions on optional retirement at an earlier age."

2. A compulsory retirement policy improves employment and promotional opportunities for younger employees.

- Transportation, communication, and utilities—airline. "As I see it, we have a national policy to retire older workers to make room for younger workers, i.e., that enunciated in the social security program."

- Finance, insurance, and real estate. "The main reason for the retirement age is the desire of the founder to build up a young, aggressive organization."

- Food products manufacturer. "Promotion is speeded up for younger people when the older workers are retired at age 65, and this has a beneficial effect on morale."

3. Older workers are less productive or less flexible.

- Manufacturer. "There is no question that productivity of older workers does decline, though admittedly at varying ages. At the supervisory

level, older managers and foremen are not so open to new ideas."

- Metal products manufacturer. "I think compulsory retirement would really be better than our present policy. We have a couple of men who are safety hazards right now."

- Service—large hotel. "Hotels realize they need a way of getting rid of people that's humane. Keeping them on just costs money. Hotel work is pressure work, and many of our older employees just aren't up to it." (The hotel did not have a compulsory retirement policy, but the personnel director favored the adoption of such a policy.)

4. A compulsory retirement policy reduces uncertainty and therefore encourages the employee to plan ahead for his retirement.

- Business services. "The company believes that the best results for both the employee and the company are accomplished when the retirement date is certain."

- Oil company. "Compulsory retirement stimulates people to plan ahead for their retirement. They know all their lives when it's coming."

5. Other.

- Transportation, communication, and utilities. "The company adopted compulsory retirement on the recommendation of the insurance company and a firm of consultants that was called in to advise on the pension plan. The policy had never been given a thorough investigation by the company."

- Food products manufacturer. "I don't know why there's a compulsory retirement age of 65. All corporations do it. It's the normal age for retirement."

Only a comparatively small minority of the large firms with pension plans in our sample appeared to be following retirement policies that were deliberately designed to be relatively flexible. In this group were (1) a few firms that stipulated a compulsory retirement age but permitted frequent exceptions and (2) a few firms in which there was no compulsory retirement and retirement decisions were left entirely, or almost entirely, to the individual employees.

A selection of comments from the interviews will shed some light on the policies followed in these firms and, in some cases, the reasons for them.

- Metal products manufacturer. "An employee is eligible to retire with a pension at age 65, if he

¹⁰ The branch of manufacturing in which this firm is engaged is not revealed, since it might reveal the identity of the firm.

has 15 years of service, but it is up to him to decide whether he wants to retire. About half of those reaching retirement age continue working, and the other half retire. There is a rather general practice of redesigning jobs for older workers. The 'whole place is an old man's home' is a common saying of the company."

• Retail trade. "Retirement is compulsory at age 65, but exceptions can be made with the approval of the president. Normally he would approve any exceptions made by zone managers. However, it is the company's wish to make it attractive to retire at 65."

• Metal products manufacturer. "The employee has the option of retiring at age 65, but may continue working with the consent of management. The recommendation of the department head is the main factor determining whether he will be permitted to stay on. The fact that the average age of retirement is 67½ years indicates that there is considerable flexibility in retirement. The company does not feel that flexibility involves a cost. In fact, while there may be some decline in physical efficiency, this is probably more than counteracted by the reliability of the employee and the skill that he has gained over the years, as well as the slight saving in pension payments."

• Electronics manufacturer. "We have a vigorous program of reassignment and some redesigning of jobs. I am very much opposed to compulsory retirement."

Several interviewees in large firms with involuntary retirement policies expressed personal opinions in favor of more flexible policies. Typical of their comments were the following:

• Chemical products manufacturer. "If there were a good, solid way around compulsory retirement, the company would like it."

• Transportation, communication, and utilities. "I think the retirement age (now 65) should be extended to 68 and made permissive for the following reasons: (1) people aren't getting adequate pensions; (2) they ought not to be forced out when they are willing and able to do work; (3) pension costs per dollar of benefit could be greatly reduced by permitting people to work until age 68.

Finally, there was the relatively small group of large firms without a pension plan. None of these firms had a formal retirement policy. Retirement, when it did occur, tended to be based on ad hoc

decisions. Even so, the practices of these firms displayed substantial variations. Some of the companies made every effort to retain elderly long-service employees more or less indefinitely, even after their productivity had seriously declined. Awareness of adverse effects on the firm's public relations if long-service employees were retired without a pension was probably an important motive in such cases, although it was not explicitly mentioned. Other firms followed a more or less consistent policy of laying off elderly workers who were displaying signs of declining efficiency or failing physical capabilities. A few firms occasionally attempted to provide retiring workers with a modest lump-sum settlement. Several large department stores, which had previously followed a practice of providing an individually negotiated pension (based on an evaluation of the retiree's income needs) for elderly long-service employees who were no longer capable of carrying on their jobs, were introducing pension plans in early 1960.

A few selected comments will shed light on the policies of this group of firms:

• Construction—water and sewer pipe lines. "For older employees, there is nothing we can do but lay them off. This work is much too hazardous. The three deaths we've had in the last 5 years were all older men. They find it more difficult to get out of the way when a ditch starts caving in."

• Retail trade. "People who have been with us 25 years or more are usually permitted to continue working even if they are no longer able to work at their highest proficiency. We have about 20 to 25 employees who are over 65 years of age. However, we have had some grievances over cases of employees 70 to 75 years of age who have been asked to leave. The only thing I know that would really be an advantage for us would be to have a pension plan."

• Manufacturer—printing. "We do not have a compulsory retirement policy and don't believe in it. We have about a half dozen men about the place who are carrying only 50 percent of their load, but we pay them in full and work around them."¹⁷

¹⁷ As Bers, op. cit., pp. 59-60, points out, members of the Typographical Union have been eligible for a pension under their unique union-financed scheme only if they are "unable to continue in or secure sustaining employment because of age or disability."

Retirement Practices and Attitudes in Small Firms. Among the 30 firms in the sample with fewer than 300 employees, the great majority did not have a pension plan.¹³ Furthermore, none of the firms that lacked a pension plan had a formal retirement policy. Nevertheless, most of these firms had had some experience with individual elderly workers whose productivity had seriously declined or whose physical condition necessitated retirement.

For the most part, the smaller firms did not have consistent policies for handling this type of situation. The impression gained from the interviews was that many of the smaller companies would be likely to encounter only two or three such cases in, say, a 5-year period, and that the firm's policy might differ from case to case depending on the circumstances. On the other hand, some of the interviewees did enunciate a fairly definite policy.

Most, but by no means all, of the smaller firms without pension plans displayed reluctance to dismiss elderly workers, particularly if the employee had been with the company for a number of years. A good many interviewees indicated that a shift in occupational assignment would be attempted first, before dismissal would be considered. But in those cases in which for one reason or another an occupational shift was not feasible,¹⁴ or in which the worker was incapable of carrying on in any available assignment, policies varied widely from firm to firm. To some extent, the differences in policy, as they affected unionized employees, appeared to be related to variations in the amount of resistance the company could expect from the union in case of attempted dismissal. Although union contracts typically contained provisions relating to grievance procedures that would be applicable in cases of "unjust" dismissal, some of these smaller employers mentioned instances in which the union had agreed to the dismissal of an elderly employee, whereas others made a comment to the effect that "we can never get the union to agree." However, it was clear also that the attitudes of these smaller employees varied considerably and influenced their policies toward elderly employees.

¹³ Most of the small firms were in manufacturing; the remainder were in construction, trade, or transportation.

¹⁴ For a discussion of difficulties encountered in attempting to shift occupational assignments of older workers, see my earlier article, *The Older Worker and Hiring Practices* (pp. 1204-1205 of the November 1959 issue of the Review).

In approximate order of the frequency with which they were mentioned, the retirement practices or experiences of the smaller firms may be classified as follows:

1. *The firm's experiences have been confined to voluntary retirements.*

- Construction—paving contractor. "Within my memory only one person has retired—a clerical worker who 'just quit.' The company would not discharge anyone because of age. However, if the laborers' union sends an 'old man' down for a job, we keep him for that 1 day, but we don't continue him."

- Metal products manufacturer. "Two men—able workmen—whom the company would have been glad to keep, voluntarily retired and took their social security when they became 65. One of these, a molder, had a small ranch he wanted to work at. The other, a sand miller, just wanted to quit."

2. *Workers are dismissed when their productivity declines or they are no longer able to work.*

- Metal products manufacturer. "We have not let people go because of age, but we do let them go, always, when they can't produce. One man over 70 was fired because his production had fallen off. It did take me kind of a long time to do it, because I liked him."

- Food products manufacturer. "There is nobody near retirement, so there is no need for a policy. Salesmen are retained until their efficiency falls off and are then discharged."

- Transportation—trucking. "Any worker who became disabled and unable to perform his job would be discharged."

3. *Elderly workers are retained even if their productivity has seriously declined.*

- Metal products manufacturer. "We intend to keep our employees until they 'drop over,' but the union is going to have to agree to wage adjustments for those who have to be shifted to lighter work. That's my number one item for the next contract negotiation."

- Construction—plumbing contractor. "Our best man is a repair service expert age 60, but we have another elderly man who's very slow. It's too bad the business isn't big enough to put him on an inventory or timekeeping job. He has a health problem—a back injury or something—and doesn't want anyone to notice it. Obviously, if

he had a decent retirement fund, I don't think he would work any more."

4. We haven't experienced the problem.

● Construction—electrical contractor. "Except for the general manager, none of our year-round employees is approaching the conventional retirement age. Many electricians as they grow older take on full-time jobs as maintenance mechanics at different industries and electrical installations. They get lower pay, but the work is steady, less of a strain, and usually indoors."

● Retail trade—vending machine merchandiser. "I think you will find that most companies in this business do not have older workmen. You don't have to fire them. They get so they don't make enough in commissions, so they come in and throw down the car keys. Where they go I don't know."

● Chemical products manufacturer. "I haven't as yet had to face the issue of anyone leaving because of age, and I don't look forward to it." (The company had been in existence only about 17 years.)

5. *Special compensation has been provided for elderly persons who had to be dismissed.*

● Furniture manufacturer. "We have one woman past 65 in the office whose production is falling off. Her husband is retired on a pension. I plan to give her notice December 1 that she will work until the end of the year and leave with an extra month's pay. I don't see that there is anything else a small employer can do."

● Wholesale trade. "We have had several cases in which an elderly worker whose productivity had fallen off was let go and given a check for around \$1,000 or more."

The small firms that did have pension plans were about equally divided between those that had involuntary retirement policies and those that did not. Because so few small firms had pension plans, the data are too limited to permit a detailed analysis of the retirement policies of these firms. However, union opposition to compulsory retirement tended to be an important factor in explaining the absence of involuntary retirement policies in those firms that did not have them.

In addition to providing information on the retirement practices of small firms, the interviews shed some light on the attitudes of these smaller employers toward retirement problems. The original interviews were conducted at a time when smaller employers were becoming increas-

ingly aware of the fact that sooner or later they would probably have to face union pressure for a pension plan. Reflecting this awareness, one of the most frequent comments was to the effect that "if we adopt a pension plan, we will probably go over to a compulsory retirement policy." A number of the representatives of smaller firms also emphasized the great difficulties smaller firms would face in meeting the costs of a pension plan. On the other hand, several of the smaller employers indicated that they were seriously considering taking the initiative in adopting a pension plan because of their conviction that there was a critical need for it. Typical of the comments of this group were the following:

● Metal products manufacturer. "The times have made it pretty clear that we're going to have something like that if people are to get along."

● Construction—paving contractor. "It's going to come whether business wants it or not. People should be able to expect something from industry. Social security does not provide enough for a person to live on. It's wrong to discharge a man after years of work."

Conclusions

Despite the indications of differences in attitude toward retirement policy within management circles, our study strongly suggests that underlying structural and economic forces play an important role in explaining differences in retirement policy from firm to firm. The older the firm, the larger its work force, the less rapid its growth, and the more its employees tend to be long-service rather than short-service or seasonal workers, the greater the probability that an involuntary retirement policy will prevail. The wage structure of the industry, although not explicitly analyzed in our study, is also clearly a factor. Where wages are relatively low, as in some of the service industries, pension plans have been adopted only slowly and tend to provide for very small monthly retirement benefits. Thus, though the work force may include a sizable proportion of older workers, management may be reluctant to insist on compulsory retirement, knowing that retirement income will typically be inadequate.

Although union pressure was exerted against compulsory retirement in a number of industries

during the greater part of the 1950's, unions had not succeeded in materially modifying involuntary retirement practices in many of the larger firms in the San Francisco area.²⁰ For one thing, union policies displayed wide variety, and the underlying conditions that influence management to favor compulsory retirement sometimes influence the union in the same direction. It is also important to recognize that many of the multiemployer pension plans that did not include involuntary retirement provisions in the San Francisco area—e.g., those of the carpenters, plumbers, and culinary workers—covered workers who were employed chiefly in industries that had never had involuntary retirement practices.

Whether the policies of some of the unions that have been opposed to compulsory retirement will change in the 1960's is not yet clear, although, as suggested in the introduction, there are some indications that this may happen. Meanwhile, the most rapid gains in employment can be expected to occur in white-collar occupations, in which a relatively large proportion of workers are now subject to compulsory or automatic retirement provisions, and which are largely nonunionized in most areas. The gradual spread of pension plans to smaller firms may also be accompanied, to some extent, by the introduction of compulsory retirement provisions. However, increased coverage of workers in smaller firms is coming about to a considerable degree through the expansion of multiemployer plans in which compulsory retirement provisions are relatively infrequent.

This study suggests that top management in many of the larger firms might be more receptive to raising the involuntary retirement age than to a shift to more flexible retirement policies.

Underlying the comments of some of the interviewees on this point was a recognition of the fact that, given the gradual increase in life expectancy, a gradual rise in the prevailing fixed retirement age might be appropriate. These management representatives also recognized that raising the involuntary retirement age would reduce pension costs per dollar of benefits. And at least one interviewee pointed out that a comparatively late involuntary retirement age, accompanied by an optional early retirement provision with reasonably liberal benefits, would introduce a substantial degree of flexibility into the retirement picture.

These considerations suggest that, as retirement issues are debated in the 1960's, careful attention needs to be given to the various alternatives available. The full range of alternatives involves questions concerning the relationships between public and private pension programs that cannot be considered here. But even in the somewhat narrower context of employer policy, the alternatives are more varied than is sometimes recognized. A great deal of attention has been paid to the issue of compulsory versus flexible retirement and to the effectiveness of preparation-for-retirement programs. But the total impact of a firm's retirement policy will depend on a combination of factors, including the age of compulsory retirement (if any), the level of prospective retirement benefits, provisions relating to vesting and early retirement, as well as its relationship to the firm's policy toward hiring older workers. There is a need for greater emphasis on, and more careful study of, the interaction between these policies and provisions.

* Studies in other areas where the United Automobile Workers or Steelworkers, for example, are more heavily represented would probably yield a somewhat different result.

Management Cooperation in Bargaining

EDITOR'S NOTE.—*The four articles which follow were excerpted from the papers presented at one session of the spring meeting of the Industrial Relations Research Association in Detroit, May 6-7, 1960. The omission of other papers presented at the meeting is not intended to deprecate their importance.*

Minor changes in wording, including the titles, have been made without notation. In addition, ease of reading and space considerations prompted the omission of ellipsis marks and the exclusion of footnotes.

Company Cooperation in Basic Steel Bargaining

JACK STIEBER*

COOPERATION among steel companies in collective bargaining goes back to the late 19th and early 20th centuries when the Sons of Vulcan and later the Amalgamated Association of Iron, Steel, and Tin Workers (AFL) fixed uniform wage scales with a committee of manufacturers. Even when steel companies have not had to contend with unions, there has been a growing tendency toward uniform wage movements. A combination of factors has influenced the tendency toward wage uniformity in steel: a highly standardized product sold in a national market; price leadership and the virtual absence of price competition; high labor cost as a percentage of total cost—about 35 percent; limitations on entry imposed by the technology of the industry; a high degree of concentration of steel capacity in a few steel centers; and more recently the advent on the scene of a powerful, highly centralized union.

Despite the tendency for changes in wages and other benefits to evidence a high degree of uniformity, the union and the steel companies have almost invariably disagreed on the question of industry bargaining. Whether agreement is reached first with U.S. Steel or with a committee representing the industry, the results on major issues have been more or less identical for almost all basic steel companies. However, there are ap-

parently other considerations which have caused the parties to take opposing positions on the subject of industry bargaining. An attempt to rationalize these positions will be made.

The Bargaining History

From the time that U.S. Steel recognized the union in 1937 until the beginning of negotiations in 1955, the companies rejected every union proposal that bargaining be conducted on an industry basis. Until the summer of 1941, when "little steel" (Bethlehem, Republic, National, American Rolling Mills, Inland, and Youngstown Sheet and Tube) granted recognition to the union, the question of industry bargaining was irrelevant. The union was not accepted as a permanent force in the industry, and until 1942, was an "organizing committee" which had not yet attained status as a full-fledged international union.

The next 5 years, 1942-46, saw the union, now the United Steelworkers of America (CIO), pressing hard for industry bargaining. While steel wage movements and, to a somewhat lesser degree, common labor rates had had a long history of uniformity, the prevalence of occupational wage-rate "inequalities," to use the industry term, or "inequities," as the union referred to them, had been instrumental in getting workers to join the Steelworkers' union. Now the union leaders were under pressure from the rank and file to make good on their promises to eliminate these wage differentials.

* Director, Labor and Industrial Relations Center, Michigan State University. The author acknowledges the assistance of James Rhadigan, Research Assistant in the Labor and Industrial Relations Center, in the preparation of this paper.

The battle over this issue was fought before the War Labor Board in the 1944 steel dispute. The union argued that the War Labor Board should accept the principle of "equal pay for similar work throughout the industry." The companies contended that the setting of rates on an industry basis was impractical and undesirable. The War Labor Board rejected the union's demand but suggested guideposts for collective bargaining which ultimately resulted in the accomplishment of this objective by the parties themselves.

The 1947 negotiations consummated a series of union-management agreements on a job evaluation program which was and continues to be virtually industrywide. The conception and negotiation of the program represented a cooperative endeavor of most of the large steel companies and the union. But there were still many geographical and other wage differentials as well as significant differences in contractual clauses which individual companies wanted to maintain; the union had not yet demonstrated any ability to play individual companies off against each other; and perhaps most important, the unquestioned recognition of U.S. Steel as the pattern setter in collective bargaining provided no incentive for either that company or the rest of the industry to seriously consider formal cooperation. Despite these considerations, the basic terms of settlement, especially among the larger companies, were more or less identical during each year of the period 1947-54. In addition, the union succeeded in whittling away geographical and company wage differentials and achieving greater uniformity in contractual provisions.

The first break in the established procedure whereby the companies met separately with different union negotiating committees at different locations came in 1955. At the start of negotiations in that year, the union announced that concurrent meetings with the top six companies would be held in Pittsburgh, and that President David J. McDonald and Secretary-Treasurer I. W. Abel would serve as chairman and secretary of each negotiating committee. In addition to its public relations value, this move was seen by some as an attempt by McDonald, who succeeded to the presidency after the death of Philip Murray in 1952, to consolidate his position. Moreover, the new arrangement enabled the union leadership to maintain close supervision and bring to bear its

top bargaining "brains" in all major negotiations, whereas concentrating attention in negotiations on U.S. Steel had often resulted in contractual deviations among companies even though the basic settlements were patterned after the U.S. Steel agreement. U.S. Steel may also have welcomed the change in negotiating procedure because, more often than not, deviations from the pattern turned out to be advantageous to its competitors.

The second step toward industry bargaining was taken by the companies—at the union's invitation—in 1956. Twelve major companies authorized a four-man committee to bargain for them on major issues but not on all contractual provisions. Other companies were kept informed and were consulted by the industry committee. This was the first time that the companies voluntarily participated in joint negotiating sessions. John Stephens, top negotiator for U.S. Steel and chairman of the industry committee, denied that this arrangement brought the companies closer to industry bargaining, saying that each company would be bargaining for itself in the same room. Nonetheless, the memorandum of agreement, signed after a 36-day strike, covered the 12 major companies.

The Current Situation

The third step toward industry bargaining occurred in 1959 when a four-man industry committee represented the "Big Twelve" on all issues, with authority to negotiate a complete contract. This was a little too much "togetherness" for the union, which insisted that only major issues be negotiated jointly and that other contractual provisions be left to individual company bargaining. In 1956, the industry had not objected to individual company meetings as a supplement to the joint negotiations, but in 1959, the companies resisted union requests for such meetings.

Steel management spokesmen asserted during the 1959 negotiations that as long as the union bargained for all steelworkers and centralized control resided in the international, the companies could not negotiate effectively on an individual basis. Since the present union structure had existed for some 20 years without calling forth formal cooperation, there must have been other factors which prompted the industry to act as it

did when it did. Without knowing what these other influences were in fact, the following are suggested as worthy of consideration:

1. Since almost every negotiation after World War II saw the diminution or elimination of remaining differences in wages, benefits, and other contractual provisions, individual companies were probably more disposed toward joining together in formal alliance.

2. The industry may have thought that the union, fearing a Taft-Hartley emergency injunction, might depart from its traditional strategy and strike only one or a few companies—a strategy which would present greater difficulties to the union under joint negotiations.

3. Competitive pressures almost preclude any major company from resisting the union and courting a strike or continuation of an existing shutdown once U.S. Steel has settled, so other large steel companies may have insisted upon a greater voice in determining the final settlement.

4. U.S. Steel, under the leadership of Benjamin Fairless, had been jealous of its freedom of action in order to pursue a policy of "accommodation" toward the union, but under Roger Blough, who succeeded Fairless as chairman of the board in 1955, it has had a greater community of interest with the rest of the industry and therefore has been quite willing to share responsibility in collective bargaining.

5. By 1959, it must have been evident to U.S. Steel that its leadership on industrial relations matters was no longer assured. In 1949, Bethlehem had broken the U.S. Steel monopoly as pattern setter by settling with the union on pensions and insurance. Again in 1952, Bethlehem and the Steelworkers reached an understanding on the union shop, which was later rescinded when U.S. Steel refused to go along with it. However, the Bethlehem "formula" did influence the final settlement. Without assurance that it would set the pattern for future settlements, and with a fair degree of certainty that it would be singled out for strike action if the union adopted a new approach, U.S. Steel might well have seen little advantage in maintaining its staunch advocacy of individual company bargaining.

The Future

Management certainly appears to have made up its mind in favor of formal company cooperation, at least among the large producers. It is significant that the joint union-management "Local Working Conditions" and "Human Relations Research" committees, provided for in the 1959 Memorandum of Agreement, are to be representative of the 11 companies signing the memorandum, rather than established separately for each company.

The union, on the other hand, seems to have had some second thoughts on the subject of

industry bargaining. It apparently would like to bargain on an industry basis but maintain the option of engaging in individual company negotiations when that promises better results. In 1959, the union was successful in getting Kaiser Steel to defect from the "Big Twelve," thus starting a series of settlements in can, aluminum, and copper which could not be ignored in any final agreement with the rest of the steel industry. Given the existence of individual company agreements, it is difficult to see how the companies can refuse to bargain on a company basis when the union requests it.

David McDonald intimated, during the 1959 steel dispute, that the union was considering a selective rather than an industry strike after the expiration of the Taft-Hartley injunction. Such an important revision in basic union strategy in future negotiations would not be taken lightly. For one thing, the Steelworkers have done very well in the past by shutting down the entire industry when a strike was necessary. If there is any truth to the adage "nothing succeeds like success," the Steelworkers certainly have no reason to look for a new approach to collective bargaining.

Furthermore, a selective strike strategy would pose some very difficult questions for the union: Which company or companies should be shut down and which permitted to continue operations? Should strike benefits be paid to strikers, and if so, how much? Is the union prepared to engage in a power struggle with "Big Steel" or several other major producers, without the prospect of Government intervention and with the possibility that the companies will cooperate through some kind of mutual assistance pact?

These problems are not insurmountable. Other unions have followed a "divide and conquer" strategy with considerable success. However, change is always difficult, especially when the "old" approach has tradition and success on its side, and the "new" poses difficult problems for a leadership less than completely secure in its position.

It will be about 2 years before we learn what course collective bargaining in the steel industry will take. As of now, the evidence points to greater company cooperation and further steps along the road to industry bargaining.

Mutual Strike Aid in the Airlines

MARK L. KAHN*

WHEN AN AIRLINE is grounded by a strike, much of its regular traffic is diverted to other airlines. This fact provides the financial basis for a novel mutual aid pact adopted on October 20, 1958, by six major airlines that carry about two-thirds of United States traffic: American, Capital, Eastern, Pan American, Trans-World, and United. The pact, as originally written, applied to any strike resulting in a shutdown of flight operations (a) called to enforce union demands "in excess or opposed to" the recommendations of a Presidential emergency board, or (b) called before the strikers "have exhausted the procedures of the Railway Labor Act or which is otherwise unlawful." Under any of these circumstances, each party to the pact must pay an amount equal to its net income from strike-diverted traffic to the struck carrier. During such a strike, the struck carrier must direct to other members of the pact "as much of the traffic normally carried by the party suffering such a strike as possible, all as the best interests of the public may require."

The pact was adopted during a strike called by the International Association of Machinists (IAM) at Capital Airlines and went into immediate effect. Benefits totaling more than \$8 million have been paid to Capital, Trans-World, Eastern, and American. A dispute between American Airlines and the other pact members concerning whether or not American was entitled to payments under the pact was settled (in American's favor) by arbitration. On May 20, 1959, over vigorous union protests, the Civil Aeronautics Board approved the pact, subject to one modification, as not adverse to the public interest or in violation of the Federal Aviation Act. The Board's decision held that the clause obligating a struck carrier to divert traffic to other parties to the pact is adverse to the public interest, and approval of the pact would therefore be conditioned upon deletion of the objectionable clause. On March 7, 1960, the pact was amended so as also to apply to strikes called in the absence of the establish-

ment of a Presidential emergency board where the struck carrier has been in compliance with the Railway Labor Act. As thus amended, four additional airlines promptly entered the pact: National, Braniff, Northwest, and Continental. Unless the amendment of March 7, 1960, should be disapproved by the Civil Aeronautics Board, the pact may now be regarded as virtually industry-wide in scope.

Meanwhile, in September 1959, at the San Francisco AFL-CIO convention, six airline unions announced plans for their own mutual aid pact and an intention to work for common contract expiration dates so as to make simultaneous strikes feasible. On April 12, 1960, these six unions, under the banner of a new Association of Air Transport Unions, filed a joint petition before the CAB asking disapproval of the amended mutual aid pact. The unions that have formed the new AATU are the Air Line Pilots Association, the Transport Workers Union, the Air Line Dispatchers Association, the Brotherhood of Railway Clerks, the Flight Engineers International Association, and the International Association of Machinists. Some of these unions—particularly the IAM and TWU, and the ALPA and FEIA—have been bitter rivals for jurisdiction and members, and it is therefore significant that these organizations regard the pact as so great a common threat as to warrant united action. In their words, it is an "open declaration of warfare . . . by the larger carriers."

This approach to "strike insurance" for airline employers will have a significant effect on collective bargaining power and structure in this vital industry. Some of its features may prove attractive to employers in other industries. Before examining the pact and its implications, however, some brief remarks about the airline industry are in order.

Industry Background

The airline environment is a difficult one for healthy industrial relations. Demand for air transportation in the United States has so far kept ahead of the growth in man-hour output, and the employment trend has therefore been upward; but rapid and drastic technological changes,

*Associate Professor of Economics, Wayne State University.

such as the current transition to jet propulsion, have been a continuous source of serious disturbance. The product market is highly competitive from the vantage point of any particular carrier, and economic uncertainties are compounded by the rapid obsolescence of flight equipment and the high cost of outlays for new types.

The industry's labor force of 150,000 is widely dispersed both occupationally and geographically. The pilots (now about 9 percent of the total), who were the first to organize, established the Air Line Pilots Association in 1931. Effective lobbying by ALPA brought air transportation under the Railway Labor Act in 1936 and obtained the inclusion of section 401 in the Civil Aeronautics Act of 1938. Section 401 requires carrier compliance with the Railway Labor Act as a condition of holding a route certificate. Under this act, representation of employees is by "craft or class" in carrier-wide units. Unionism did not emerge in nonpilot groups until the 1940's but then made rapid progress. Today, 21 different unions, 8 of which are relatively important in the industry, hold bargaining agreements with airlines. The typical carrier negotiates with seven or eight different unions, and considerable interunion rivalry persists.

With minor exceptions, airline collective bargaining has remained on a single-carrier and single-union basis. This is partly because each carrier has unique operating problems resulting from differences in routes, schedules, and equipment, and partly because each occupational group has unique labor problems, and mobility between "crafts or classes" is insignificant. Another important influence on the area of bargaining, however, is that the Railway Labor Act has been interpreted to permit multicarrier or industrywide bargaining only by consent of all parties concerned. In any particular instance, one party or another usually considers it tactically advantageous to oppose broadening the bargaining unit.

It has been common, since World War II, for major union-management disputes in the airlines to exhaust the procedures of the Railway Labor Act. Airline experience suggests that the willingness to arbitrate important contract issues is weakened by the relative availability of emergency boards whose recommendations are non-binding. Moreover, it has not been unusual for

strikes to occur after the 30-day status quo that follows an emergency board report, and for the ultimate settlement to be more favorable to the union than the settlement advocated by the emergency board. A new benefit or standard, once achieved at a particular carrier, has tended to establish an industry pattern—a process referred to by the carriers as "whipsawing."

Effect of Pact on Bargaining

The most casual investigation of the airline industry should reveal that to talk about "free" collective bargaining in such a context is highly unrealistic. This is primarily because airline labor relations cannot escape from the inhibitions imposed by the public's natural concern for the availability and sound development of air transportation. The special procedural constraints of the Railway Labor Act are but a minor part of the total picture. Of major import is the complex dose of economic and safety regulation, combined with subsidization as required, under which the industry has developed. About 10 years ago, I examined in detail the role of the Civil Aeronautics Board in terms of its impact on airline industrial relations and then concluded that the CAB had materially influenced every major aspect:

On safety grounds, this agency prescribes employee qualifications, complements for skilled personnel, and many working conditions; it has acted to protect employees against the adverse effects of mergers and acquisitions, route sales, and the joint use or interchange of equipment and personnel, and to accomplish this has even prescribed a formula for integrating seniority lists; it has substantially affected union bargaining power by evolving a subsidy policy under which the strike losses of carriers are not offset; and it has induced employer compliance with the Railway Labor Act by the actual or threatened exercise of its economic powers. To effectuate its labor role, the agency has employed dispute settlement techniques which run the gamut from voluntary mediation to the equivalent of compulsory arbitration.

Except that most of the CAB's safety functions were shifted to the Federal Aviation Agency in 1958, the preceding statement is equally applicable today. Unions and managements alike have devoted much effort and large resources to lobbying and representation before the CAB and Congress, as they inevitably must. The relative bargaining strength of these unions and employers, even in their ostensibly "private" negotiations, is shaped

to a major degree by the impact of governmental economic and safety decisions, so that the Government cannot be neutral with respect to union-management relations even if it would. Just as an earlier decision of the CAB not to offset airline strike losses by subsidy adjustments markedly reinforced union strength, so has its decision to approve the mutual aid pact had the opposite effect.

The ingenuity of the pact, from the carriers' viewpoint, is that it provides a substantial amount of financial assistance to a struck airline on a basis that (in the CAB's opinion) does not violate the Railway Labor Act and that the CAB has been willing to approve. Although the pact is consistent with the practice of single-carrier bargaining, it appears to shift bargaining strength toward the employers far more than would result from industrywide bargaining arrangements.

The airline unions have been angered and perturbed by this development, which so evidently diminishes their relative bargaining strength. Their response is most likely to include a new receptivity to industrywide bargaining, since there can be no diversion of "struck work" if all parties to the pact are grounded. Industrywide bargaining is far less favorable to the unions than the previous practice of single-carrier bargaining in the absence of the pact, and the unions certainly do not relish the additional Government intervention that is certain to accompany any industrywide stoppage. But industrywide bargaining is so much more favorable to union bargaining power than single-carrier bargaining under the pact that I believe the unions will not be able to resist its temptations.¹

Another development among the unions, especially if industrywide bargaining (or its near equivalent) materializes, is likely to be a degree of

cooperation on bargaining tactics. An industry-wide strike by one union will idle many members of the other unions. The other unions might resent the strike, unless they could take advantage of the same hiatus in operations to make some gains for their own members. Although the new Association of Air Transport Unions appears thus far to be little more than a loose alliance designed to permit a unified appearance before the Civil Aeronautics Board, closer working relations can be anticipated. If a trend toward multiemployer bargaining is complemented by a trend toward multiunion bargaining, the airlines will have adopted the type of bargaining structure that already prevails on the railroads.

Applicability in Other Industries

I believe employer strike benefit plans will spread, unless restricted by law. Other industries must naturally design financing benefits that suit their conditions and objectives. I can conceive of benefits paid for strikes called to enforce demands in excess of a pattern settlement or in excess of the recommendations of a public fact-finding board, or for strikes following the union's refusal to arbitrate remaining issues (when the employer was willing to arbitrate). I can also conceive of benefits paid to break a pattern-setting strike. Such employer arrangements will tend to raise the locus of management decision-making in collective bargaining to the level at which the strike benefits plan is administered—since participants will be anxious to qualify for benefits—just as national union strike funds have tended to increase the voice of the national union in local union bargaining policies. Organized labor, in turn, may be expected to insist on bargaining at the level where decisions on the application of these employer funds are made, in addition to placing more emphasis on the development of its own "war chests." Thus, if the airlines' mutual aid pact in fact sets an attractive example for employers in other industries, the other forces in our society that have been encouraging larger scale collective bargaining will have been greatly reinforced.

¹ A perceptive airline union official makes a different prediction: that when future airline strikes do occur they will tend to be much longer and more costly than in the past, but that single-carrier bargaining will continue because of the unions' desire to avoid precipitating something like compulsory arbitration. He may be right, particularly with respect to the immediate future. My contrary judgment is partly predicated on the view that the airline unions do not fear Government intervention that much because of their historical success in utilizing such intervention in behalf of union objectives.

Bargaining Cooperation Among Auto Managements

WILLIAM H. MCPHERSON*

THE DEVELOPMENT of bargaining practices in the automobile industry since World War II has been conditioned by certain aspects of the negotiating environment.

One aspect is the strong competition that has characterized the industry. This has resulted in frequent mutual distrust among the companies—and especially the larger ones—and usually in a great reluctance of any company to take a strike from which the others might profit. The resulting surrenders from time to time by one company or another have occasioned intense bitterness that has added to the frictions resulting from the competitive situation. Thus the strike threat, when applied to a single company, has generally been a stronger union weapon in this industry than in some others.

Another factor that has impeded cooperation is what I view as the oversensitivity of the companies to possible union charges of collusion and their concern over possible adverse public and governmental reaction.

Another aspect of the environment that conditions the bargaining practices of the companies is the policy and strategy of the United Auto Workers. Like most other unions, the UAW initially was strongly in favor of industrywide bargaining. However, in recent years, UAW officials have been entirely forthright in stating that they are unalterably opposed to industrywide bargaining. In sharp contrast to the Steel-Workers, the UAW has never allowed itself to get involved in a major strike with more than one auto producer at a time during the postwar period.

During most of the early postwar period, even simultaneous negotiations were impossible because of the dissimilarity of expiration dates. In 1947, the Ford and General Motors dates were only a day apart, but General Motors signed up ahead of time for 1 year and Ford subsequently signed for 2 years.

The first case of nearly simultaneous bargaining came in 1953, when General Motors agreed

to a limited reopening of its famous 5-year agreement upon the union's plea that the contract be kept "a living document," and Ford and Chrysler reluctantly followed suit. Negotiations were first completed at GM. Ford was then forced to a higher settlement in order to end a serious strike at its Canton plant. Chrysler could not resist the Ford pattern; and within 5 days, the union was back again at the GM table and forced the corporation to match the ante. This was the first real lesson of the danger to the companies in simultaneous bargaining in the absence of cooperation.

The 1955 Negotiations

In 1955, the expiration dates were May 29 for General Motors, June 1 for Ford, and August 31 for Chrysler. Thus, the first two were in danger of whipsaw bargaining as the 5-year agreements neared their end, with the UAW focusing its demands on its novel concept of a guaranteed annual wage (GAW).

There is reason to believe that negotiations were preceded by a Ford effort to interest General Motors in the establishment of a united front. But after the introductory sessions between the union and each company had been held, *Business Week* reported (April 16, 1955) that the UAW had reached the tentative conclusion that there was no present coordination.

During the preceding winter, Ford made an intensive study of the feasibility and cost of numerous variations of the GAW idea, and a serious effort was made to develop some variation of the proposal that might be acceptable to the company. General Motors appears to have reached an early decision that no modification of the GAW demand would be acceptable. Its chief efforts were directed to the shaping of an entirely different offer, which it hoped would be too attractive to the rank and file to permit union rejection. The result was labeled the "Partnership in Prosperity Package." It included a number of attractive concessions, but its most striking features were separation pay and a plan for employee savings and stock purchase.

Near the end of April, 3 weeks after the start of negotiations, the UAW extended the General

*Professor of Economics, Institute of Labor and Industrial Relations, University of Illinois. Biographical aid by John Brewster, Research Assistant.

Motors termination date. It was now clear that the union had decided to make Ford its target.

In an apparent effort to head off any possible Ford concessions on GAW, General Motors offered its "Partnership" plan to the union on May 17. The union withheld any decision on the offer, waiting to see what Ford would propose. General Motors and the union were negotiating under an agreement that neither would release any information to the press without 48-hour notice to the other. Thus no word regarding the details of the proposal became public.

Nine days later, Ford made its offer. While the proposal contained many provisions that were peculiar to the Ford situation, it was immediately clear that on most major points it was identical with the General Motors offer. For the first time in the history of auto negotiations, it was obvious that there had been cooperation between the companies. It was imperative for the union to make every effort to sever the new alliance of the companies.

UAW President Walter Reuther rejected the Ford offer on the spot and in violent language. Negotiations were broken off only 6 days before the deadline. Five days later, Ford yielded by withdrawing the previous offer and substituting its version of the GAW, which marked the beginning of supplemental unemployment benefits. General Motors then reluctantly followed the Ford lead, but made it plain that it would have taken a strike rather than concede on the issue, had not the pattern already been set by Ford.

The outcome in 1955 seems to be a clear instance of the environmental influence of the competitive struggle. Ford was unwilling to take a strike alone at a time when auto sales were at a peak. The union, by focusing its strike threat, had shattered the first major cooperative effort. When Ford moved from its first to second offer, cooperation was dead. It appears that General Motors was informed in advance that the offer would be changed, but presumably it was neither informed nor consulted regarding the nature of the final proposal, since General Motors representatives attended the Ford press conference where the second offer was announced.

Despite animosity between executives of the two companies, the extent of the union's success alerted auto producers to the untenability of their previous strategy under the new condition

of similar expiration dates. About 3 weeks after the end of negotiations, Henry Ford II declared in an interview with the Detroit News that he was very much in favor of industrywide bargaining for his industry—a view that was later reiterated by John Bugas, then head of Ford labor relations. It is not clear, however, that they were using the term in its technical sense of leading to a multi-employer labor agreement. It was clear only that Ford would welcome cooperation in 1958.

In summary, negotiations in the auto industry from the start of collective bargaining through 1955 (disregarding the 10-day period around the first Ford offer that year) were of the pattern-setting and pattern-following type, with an alternating identity of the leader. The General Motors agreement brought the innovations of the cost-of-living adjustment and the annual improvement factor in 1948 and the 5-year duration in 1950, while the Ford agreement broke ground on pensions in 1949 and on supplemental unemployment benefits in 1955. During this period, the smaller auto companies might be considered as pattern followers, although they were forced beyond the pattern in some respects aside from the key issues in spite of—or perhaps as a result of—their competitive weakness.

The Flowering of Cooperation

In the 3-year agreements signed in 1955, General Motors and Ford retained their previous expiration dates of May 29 and June 1, but the Chrysler date was shifted from August 31 to the end of May. The primary purpose of the shift related to the timing of the "annual improvement factor" rather than to strategy regarding the next negotiations, but it is likely that Chrysler welcomed the similarity of termination dates for its possible influence on company cooperation.

When it came to the 1958 negotiations, inter-company cooperation moved from the exchange of information to parallel bargaining—and Chrysler was now involved equally with General Motors and Ford. Reports in the press before the start of bargaining made it increasingly clear that the Big Three had formed a common front and that a joint determination—or at least acceptance—of goals and strategy was taking place. For example, a year in advance of negotiations, when Walter Reuther asked the companies to meet

jointly with the union to discuss the implications of a shorter workweek, all declined with public counterstatements. And when Reuther suggested that an auto price cut would lead to moderate wage demands, all three companies vehemently rejected the proposal. They eventually united on the proposal of a 2-year extension of the existing contracts. Parallel bargaining in the auto industry had become a reality. It was only a question of whether it could be maintained to the end. There was little likelihood that the threat of a focused strike would shatter cooperation as it had in 1955. If a company were struck, it would not suffer a serious competitive disadvantage, because the shutdown would come near the end of a poor sales season with dealer inventories at a high level.

Expiration came with no separate concessions gained from any company. Union pleas for short contract extensions were rejected by each company. The union announced that it would not allow the companies to provoke it into a strike. Plant operation and desultory negotiations continued throughout the summer. Many observers anticipated that operation without a contract would produce a chaotic labor-management relationship, but such was not the case.

Finally, in September, with work on the new models well under way, the union set a strike deadline for Ford. Two days before the September 17 deadline, within the same quarter hour, the companies presented to the union proposals that were identical on the key issues. Ford-UAW negotiations continued while the other two were in recess. Ford improved its previous offer in several minor respects, and an agreement was reached on this basis, 2 weeks before either the GM or Chrysler contract was settled. It is reported, however, that the second offer had the complete prior approval of the other companies, and the united front of management was held to the very end. The 1958 negotiations ushered in a new era in auto bargaining, and witnessed the development of a bargaining structure that has not been widely used in American labor relations.

A Look Ahead

I think it likely at this point that the Big Three will again attempt parallel bargaining in 1961. There are several reasons for this conclusion.

First, it seems unlikely that the industry's competitive position will be less influential in 1961 than in 1958. The inroads of the foreign product are obvious and even though the "compacts" lessen the impact of the imports, the foreign car should still be a significant factor in the domestic market. The auto industry is also facing growing competition from other consumer goods industries, so that management can no longer look with equanimity on bargaining concessions that will raise costs, with confidence that pattern-following will lead to similar cost changes for its competitors.

Second, negotiation dates, will also make cooperation both possible and necessary. For the first time, the agreements of the Big Three expire at the same moment—midnight of August 31. The union will again be able to focus its strike threat.

A third reason to forecast the continued use of parallel bargaining is the relative unattractiveness of the alternatives of individual bargaining, exchange of information, and joint bargaining. A return to individual bargaining would, in view of the Auto Workers' outstanding strength and strategy, put the companies at a serious disadvantage. Exchange of information is scarcely more attractive. Use of that method briefly in 1955 proved it to be inadequate, at least under conditions of high business activity and the absence of a strike-aid plan. Joint bargaining, which could be achieved in spite of union opposition if each company were to name the same three persons as its negotiators, is a somewhat more attractive alternative. But, with the possible exception of giving the companies a stronger legal foundation for the eventual resort to lockout as a form of strike aid, it seems to offer management little more than can be obtained under parallel bargaining. Moreover, it might have the disadvantage of being rather cumbersome, since each company has certain problems peculiar to it.

A final reason for anticipating a continuation of parallel bargaining in 1961 is management's success with it in 1958, although one could argue that its success depended on conditions that might not be present next year. If production and employment should be high next year, the focused strike threat may be so effective that the companies will be unable to maintain parallel bargaining to the very end without resort to some form of strike aid to prevent the capitulation of the threatened company.

An Appraisal of Management Cooperation

FRANK C. PIERSON*

TO PUT THE DISCUSSIONS of employer cooperation among airline, automobile, and steel companies in a larger setting, I shall seek answers to two questions: What does prior experience and present practice tell about prospects for collaborative action in these and other industries? What general direction should such action take?

Employer Cooperation vs. Pattern Following

The approach of most firms to cooperation in collective bargaining is curiously ambivalent. Companies often seem ready to follow a leader firm in their dealings with unions, but they generally boggle at any formal synchronization of their labor policies. Nor do any doubts engendered by antitrust or other legal limitations account for this attitude. Are employers who take this position merely striving to make a distinction without a difference, or are they seeking to preserve something real?

The thesis I shall defend is that follower companies will accept another firm's lead in labor policy, even where differences in circumstances exist, if the power relationships within a given industry compel pattern following and other institutional or economic circumstances permit it. Contrariwise, I shall argue that formal employer cooperation arises wherever these other institutional and economic circumstances compel inter-firm cooperation, and power relationships within an industry permit it. In this context, the term "power" refers to the capacity of one decision-making body to impose a settlement on another body in the face of important counterpressures. Consider first the industries in which cooperation among managements is widely prevalent. Here, three circumstances appear to be the most important in driving employers together: (1) intense competition among many small firms in product markets; (2) cost structures in which direct labor is a relatively high percentage of the total; and (3) the presence of large, aggressive unions covering most of the competing firms' workers. Any one of these circumstances can

force employers to join together; when all three are present, employer collaboration becomes a virtual certainty. Under these conditions, co-operation is aimed as much at fellow employers who might break ranks as at the union which seeks to divide and rule. These three factors are present in almost all instances where employer cooperation rests on relatively secure, long-established foundations, e.g., nationally in coal mining, regionally in apparel, and locally in building.

On the other hand, the power relationships among firms and between employers and unions in these industries permit collaborative behavior or are at least neutral with respect to such behavior. No single firm or small group of firms dominates any of these industries. As a consequence, none can serve as a natural leader, much less compel adherence to a pattern. Typically, companies in these industries face a choice between encouraging close cooperation or permitting a veritable jungle of working conditions to develop.

Stated negatively, the advantages accruing from cooperation to individual managements in these kinds of industries seem clear enough. Stated positively, the benefits are hardly less marked. Issues involving unions which affect the entire employer group can often be dealt with much more effectively on a group than on a company basis. Such problems as labor recruitment, interarea wage competition, technological improvements are apt to call for marketwide treatment. These are industries in which return on invested capital is typically low and barriers to higher profits and improved working conditions are extremely formidable. Both unions and employers in these fields have come to realize that their only hope lies in tackling problems on a broad front. Organized employer action under these conditions becomes but one aspect of the struggle for survival. (However, pressures on firms in highly competitive, low-profit industries can push employers apart too, as in the flint glass industry.)

Consider next industries in which these conditions are only met in part but in which one or very few decisionmaking units possess a great deal of power. This power may center in some one company as in basic steel before the 1930's; or in some union as in certain branches of the trucking industry today. The institutional and economic

*Director, Survey of Business Education, Swarthmore College.

environment of these industries does not provide a solid foundation for cooperative action among employers nor does it permit company-by-company bargaining in any meaningful sense. The upshot is that employers must make the best of a bad situation and follow patterns set by others.

Where, as noted earlier, counterpressures working against pattern following are relatively mild, power elements may remain far in the background or be virtually nonexistent. The stronger the counterpressures, however, the more important these power elements become. The pressures can build up to a point, as they appear to have in basic steel, where leader-follower relations among firms change and new bargaining structures emerge. Pattern following needs to be backed by centralized power, but in order to remain intact, it cannot conflict too markedly with the economic and institutional environment which surrounds it.

Prospects for Employer Cooperation

Many industries, of course, contain elements of both cooperation and pattern following in their collective bargaining relationships. Judging from the three papers presented here, contemporary labor relations in airlines, automobiles, and basic steel fall somewhere between these two categories. Product market competition is not nearly as intensive as in small-firm, atomized industries, but it is strong enough, especially when strikes disrupt normal customer relations, to exert considerable pressure on employers. This seems particularly important in explaining the mutual aid pact of the airlines. The unions do not directly influence a very large proportion of total costs in these three industries but enough to put a considerable premium on employer unity. Finally, in none of these industries is there any longer a single dominant firm; labor relations, however, are largely shaped by a small group of large firms, any one of whom might choose (or be chosen) to play the leader role.

At present, it is therefore hardly surprising that considerations of short-term bargaining advantage, the nature of the particular issues, or even the abilities and temperaments of individual negotiators should determine whether the managements in these industries move toward or away from cooperative action. In the 1959 steel negotiations, much was made of the fact that the employers'

emphasis on the work rules issue merely served to consolidate the union's ranks against the companies. Equally noteworthy was the way in which the 1957 demand by the United Auto Workers for a shorter workweek helped consolidate the ranks of the automobile manufacturers. Both managements and unions in such industries will doubtless continue to keep different bargaining avenues open, waiting as long as possible to see in what direction their best interests lie. The united front thus becomes but one of many bargaining devices open to them.

Despite these mixed and conflicting short-run circumstances, the evidence, sketchy as it may be, indicates a longer run tendency toward greater employer unity in these and similarly placed industries. Some of the general influences working in this direction can be briefly noted.

1. Pattern following bears a close affinity to cooperative employer action. What more natural evolution than for "follow-the-leader" to develop into "work-with-the-leader"—or perhaps "work-on-the-leader"? Certainly a nose count of employer groups which engage in formal joint or parallel bargaining seriously understates the extent of cooperation. Nor is it conceivable that employers will sit idly by, year after year, letting their labor policies be determined by parties outside their control.

2. As union and employer relationships become older and more settled, the pressures on individual employers to throw in their lot with their fellow employers increase. Over the years, as observed in the steel industry, unions whittle away major differences in working conditions or personnel practices which individual firms may have. Moreover, the expectations of rival firms, of employees and of unions, regarding any one employer's actions become both more stereotyped and more compelling with the passage of time, and it becomes increasingly difficult for a single company to strike out on its own. This helps explain why employer cooperation is characteristic of older bargaining systems like printing and railroads.

3. Cooperative action becomes increasingly likely where any one of a number of firms, in contrast to a single dominant firm, can set the pattern for an industry. It well behooves the entire group to stand together, lest a strike aimed at one yield a very costly settlement for all. This is the situation in the three industries under discussion here as well as in many other industries.

4. The employer who knows his rivals' labor costs are going to rise as much as his faces a less disturbing prospect than one who does not. Product prices charged by all his competitors will probably be raised by the same amount; if prices are not raised, at least all his competitors will remain on much the same footing with respect to wages and labor costs as he. The same result might still obtain if all the firms followed a single leader or even if the leader-follower pattern was somewhat vague and loose in nature. The advantage of employer cooperation in

collective bargaining is simply that it lessens the chances of a particular firm finding itself at a competitive disadvantage on labor costs or product prices. This explains why many unions welcome employer cooperation and why many observers concerned with consumer welfare oppose it.

5. Pattern following or single company bargaining with strong unions is characteristic of an environment in which firms can readily pass cost increases on to consumers. As union wage demands meet with mounting resistance to price increases, employers must either band together to keep wage pressures under control or find themselves ground between the upper and the nether millstone. It is this set of circumstances which is calculated to push the steel companies and similarly placed firms together in their bargaining policies in the future.

6. Frequently, the kind of union pressures to which firms are subject can only be dealt with on a group basis. Issues like private pension programs, supplementary unemployment compensation plans, adjustments to foreign market developments, and the like are to a considerable extent industrywide or at least marketwide in nature. Any move by companies and unions to approach problems in broad terms and to remove them from the highly charged atmosphere of the collective bargaining table presupposes a considerable measure of employer unity. Witness the recent agreement by the 11 big steel companies to accept Secretary Mitchell's suggestion to establish work rules and human relations committees. Then, too, the full import of a union's demands on many types of issues can only be seen when a given group of employers stops to ask where their industry as a whole is heading. Under these circumstances the logic of employer cooperation can indeed become compelling.

Appraisal of Employer Cooperation

The foregoing suggests that employers, not only in small-firm, highly competitive industries but even in large-firm, less competitive industries, will coordinate their labor policies to an increasing degree in the future. Appraisal of this trend is too large a subject to be more than adverted to here but a few comments about it may be in order.

Employer cooperation in labor relations has been criticized on a number of grounds—that it introduces greater rigidity and formalism into negotiations, that it carries bargaining farther away from the local plant, grass-roots level and leads to an undue concentration of power, that it tends either to widen the gulf between organized blocs or (at the other extreme) to draw these same blocs together in collusive action against other groups and the general public, that it points away from the kind of collective bargaining that is associated with competitive, democratic institutions and points toward the kind of collective bargaining

found in European countries where the role of government is more nearly dominant.

It would be easy to answer these criticisms by advancing counterarguments that employer cooperation is needed to achieve the very goals it allegedly endangers in that: it gives more employers a chance to be heard; it serves to limit the power held by any one firm and to offset the concentration of power held by union groups; and it encourages mutual accommodation between parties and establishes the basis for continuous attention to the long-range interests of all groups involved. What needs to be stressed, however, is that like most other instruments of collective bargaining, employer cooperation can play either a highly destructive or constructive role in management-union relations. Under some circumstances and in some hands, it can accentuate all the worst features of modern labor relations; under other circumstances and in other hands, it can accentuate the best.

The ultimate test which it seems to me must be applied to any venture in employer cooperation (or to any other development in collective bargaining for that matter) is whether it helps resolve a given industry's problems in a broadly acceptable way. Where it is used as a device to protect established interests, prevent change, and exploit some narrow, short-run advantage, it merits only condemnation. Where it is used to implement improvements and develop human and physical resources in ways that are generally beneficial to the groups at interest and to society as a whole, it deserves support.

Candidly, I rather doubt that cooperation among managements will raise the sights of an industry much above the level found in any one of its more influential member firms. Leadership on the employer side of the bargaining table will still largely depend on the imagination and resourcefulness of one or two managements in a given field. The contribution of employer cooperation will probably come in providing a more effective forum for exercising this type of leadership and for implementing suggested courses of action. The prior question to consider—and on this count the experience in airlines, automobiles, and basic steel is something less than reassuring—is where these ideas are coming from and whether they really merit general employer support.

Summaries of Studies and Reports

Surgical Benefits Under Collective Bargaining, 1959

RECENT IMPROVEMENTS in collectively bargained health and insurance programs include a significant increase in the number of plans extending surgical benefits to retired workers and to their dependents, and a liberalization of the benefit amounts provided all groups. Comparison of the results of the Bureau of Labor Statistics' recent study of surgical benefits in 300 selected plans in the late summer of 1959 with those found in a similar study of plans in effect in late 1955 revealed an increase in coverage of retired workers from 19 to 34 percent of the plans (chart).¹ One-third of the plans also extended benefits to retired workers' dependents in 1959, as against half that proportion in 1955. Coverage of active workers' dependents over the period increased by 6 percentage points to 94 percent of the plans in 1959. The average allowances provided active workers and their dependents for the three procedures generally considered as yardsticks of the adequacy of cash surgical benefits increased by 13 percent or more. The allowance for the most expensive operation averaged \$40 more in late summer 1959 than in late 1955—an increase of 17 percent; the average allowances for an appendectomy and a tonsillectomy increased by 13 and 17 percent, respectively.²

Scope of Survey

The 300 plans studied, all in effect in late summer 1959, ranged in coverage from 1,000 to a half million workers; in total, they provided health and insurance benefits to 4.9 million workers, or about 40 percent of the estimated number of workers under all health and insurance plans under collective bargaining agreements.³ Virtually every major manufacturing and nonmanufacturing industry was represented in the sample studied. Almost 3 out of 4 plans (219), covering two-thirds of the workers, were in manufacturing industries. Almost a third of the plans, covering

more than two-fifths of the workers, were negotiated by multiemployer groups.⁴

Benefits for surgeons' charges for operations were provided by all except two plans (table 1).⁵ Active workers and their dependents were covered by 293 and 282 plans, respectively, representing about 4.8 million workers.⁶ Retired workers⁷ and their dependents received surgical benefits under 103 and 100 plans, respectively, covering 2.0 million workers. Benefits for retired persons were provided by about 2 out of 5 of the single employer plans studied and by about 1 out of 5 of the multiemployer plans.

¹ This article was adapted from Health and Insurance Plans Under Collective Bargaining: Surgical and Medical Benefits, Late Summer 1959 (BLS Bull. 1280, 1960). For the earlier study, see Analysis of Health and Insurance Plans Under Collective Bargaining, Late 1955 (BLS Bull. 1221, 1957). Both studies covered the same plans except for 29 plans for which substitutions had to be made; "surgical benefits" in both studies were defined as the basic benefits for surgeons' fees for operations provided under health and insurance programs. Supplementary "major medical" or "catastrophe" insurance benefits were not included.

² These increases compare with the 6-percent increase from December 1955 to September 1959 in the Bureau of Labor Statistics' index of surgeons' fees for an appendectomy and with the 12-percent increase for a tonsillectomy (see Consumer Price Index, Price Indexes for Selected Items and Groups, BLS, issued September 1959 and February 1960). All averages cited in this report were computed on the basis of the number of workers covered.

³ The same sample of plans was used in Health and Insurance Plans Under Collective Bargaining: Accident and Sickness Benefits, Fall 1958 (BLS Bull. 1250, 1959); and Hospital Benefits, Early 1959 (BLS Bull. 1274, March 1960). These bulletins were summarized in the June 1959 and February 1960 issues of the Review. Subsequent reports will cover medical benefits, life insurance, and accidental death and dismemberment benefits.

⁴ Under some of the plans operated by multiemployer groups or multiplant companies covering wide geographic areas, the types and amounts of benefits varied from area to area. Where such variations occurred, the benefits covering the largest group of workers were analyzed and assigned the weight (i.e., coverage) of all workers covered by the plan.

⁵ Most workers covered by the 2 plans obtained surgical coverage for themselves and their dependents under separate group insurance programs not under collective bargaining.

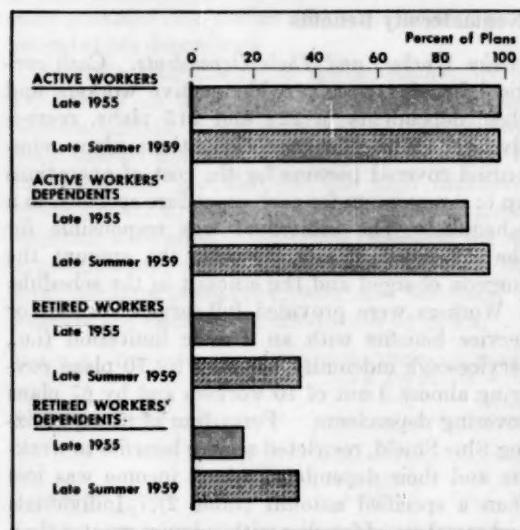
⁶ "Dependents" include the worker's spouse and children under a stated age, usually 19 years.

All coverage data reported in this article relate to the number of active workers (men and women) covered by the plans. For example, when reference is made to dependent coverage, the extent of such coverage is expressed in terms of the number of active workers covered by plans which extend or provide the specified benefits for dependents. No attempt was made to determine the number of women workers, dependents, retired workers, and dependents of retired workers covered by the plans.

The 5 plans that did not provide benefits for the active worker covered workers in the maritime industry who receive free care in U.S. Public Health Service hospitals and out-patient facilities under the United States maritime law. However, all of these plans covered their dependents and 3 of them covered retired workers and their dependents.

⁷ The term "retired worker" as used in this report does not necessarily cover all pensioners and may include retirees not eligible for pension benefits. Workers retired before the extension of benefits to pensioners are sometimes not covered. Also excluded are retired workers who did not meet prescribed eligibility requirements.

Percent of Selected Health and Insurance Plans Providing Surgical Benefits to Active and Retired Workers and Their Dependents, Late 1955 and Late Summer 1959¹



¹ Based on studies in both periods of 300 selected health and insurance plans under collective bargaining (see text footnote 1).

Identical surgical benefits were usually provided all eligible groups. Active workers and their dependents (both children and adults) had the same benefits in 3 out of 4 of the 277 plans covering both; more than 9 out of 10 plans gave active workers and their adult dependents (i.e., spouse) identical benefits. Retired and active workers received the same benefits under 70 of the 100 plans covering both groups.

Financing

The full cost of surgical insurance for active workers was paid by the employer under over 60 percent of the plans (183) covering the same ratio of the workers. Insurance costs were shared by the employer and the worker in the remaining 110 plans.⁸

⁸ If the worker contributed toward the cost of a health and insurance program as a whole (with the employer paying the remaining cost), the surgical benefit was classified as jointly financed.

⁹ It is generally recognized that group insurance contracts have the following advantages over individual insurance policies: lower premiums; the absence of medical, age, and other restrictions on coverage; and the rarity of contract cancellations.

¹⁰ Where the retired employee pays the entire premium, he still has the advantages of remaining under group coverage.

¹¹ The waiting period for maternity benefits is discussed in a later section of this article.

On the other hand, under 45 percent of the plans (127) providing benefits for workers' dependents, the cost of such coverage was borne solely by the employer. Dependents' coverage was jointly financed in almost an equal number of plans (123). Dependents under the remaining 32 plans, where the worker paid the entire cost of his dependents' benefits, had the advantage of a group insurance program that might otherwise not be available to them.⁹

The employer paid the full cost of the retired workers' benefits in 47 of the 103 plans with benefits for this group. The retired worker paid a portion of the premium for his benefits under 28 plans, and the entire premium under 27.¹⁰

Surgical benefits for retired workers' dependents were paid for by the employer under almost 2 out of 5 (38) of the 100 plans with such benefits. The retired worker bore the full cost of his dependent's coverage under 33 plans, and shared the cost under all but 1 of the remaining 29 plans.

Eligibility Requirements

Just as for other health and insurance benefits, the active worker generally had to be employed for a specified period before surgical benefits became available to him or his dependents.¹¹ While slightly more than a fifth of the plans commenced coverage either immediately on hiring or within a month after hiring, almost 60 percent of the 298 plans with surgical benefits provided this coverage after 1 month and before 4 months

TABLE 1. CLASSIFICATION OF PLANS PROVIDING SURGICAL BENEFITS BY ELIGIBLE GROUPS, LATE SUMMER 1959¹

Eligible group				Plans	
Workers	Dependents of workers	Retired workers	Dependents of retired workers	Number	Workers (thousands)
Total with surgical benefits.....				298	4,397.0
X	X	X	X	178	2,733.9
X	X	X	X	97	1,857.7
X	X	X	X	15	125.4
X	X	X	X	29	36.8
X	X	X	X	92	20.5
X	X	X	X	2	7.5
X	X	X	X	1	2.5

¹ Based on a study of 300 health and insurance plans under collective bargaining, covering approximately 5 million workers. All coverage data relate to the number of active workers covered by the plans which provided the specified benefit. Includes benefits for surgeons' fees for operations and excludes "major medical" benefits.

² These plans do not provide surgical benefits for active workers because they cover workers in the maritime industry who are entitled to medical care in U.S. Public Health Service hospitals and out-patient clinics free of charge.

TABLE 2. INCOME LIMITS OF SERVICE SURGICAL BENEFIT PLANS, LATE SUMMER 1959¹
[Workers in thousands]

Group covered and annual income limits ²	Single individual		Family ³	
	Plans	Workers	Plans	Workers
ACTIVE WORKERS				
All service plans.....	70	1,392.7	67	1,373.8
Without income limits.....	26	463.2	23	444.3
With income limits.....	44	929.5	44	929.5
\$2,000 through \$2,500.....	12	173.1		
\$3,000 through \$3,750.....	8	65.1	1	10.0
\$4,000.....	4	26.8	10	152.1
\$4,500 through \$5,000.....	11	76.3	8	63.5
\$5,500 through \$6,000.....	1	4.4	7	44.8
\$7,500 ⁴	8	583.8	18	659.1
RETIRING WORKERS				
All service plans.....	32	926.5	31	924.5
Without income limits.....	9	241.6	8	239.6
With income limits.....	23	684.9	23	684.9
\$2,000 through \$2,500.....	5	24.9	1	1.5
\$3,000 through \$3,750.....	4	15.3		
\$4,000.....	2	14.0	4	23.4
\$4,500 through \$5,000.....	5	53.4	4	13.7
\$5,500 through \$6,000.....			4	22.4
\$7,500 ⁴	7	577.3	10	623.9

¹ See footnote 1, table 1. 293 and 103 plans provided surgical benefits for active and retired workers, respectively.

² Limits for workers with family coverage were applicable to the entire family's income.

³ For active workers, the limits related to families of 3 or more persons and for retired workers, to 2-person families.

⁴ Includes 34 plans that also provided surgical benefits for maternity disabilities. See footnote 5.

⁵ The income limits under 5 of these plans were not applicable to maternity disabilities; under these plans, women workers and dependent wives, regardless of income, received a cash allowance for disabilities resulting from pregnancy.

⁶ Applicable only to worker's income.

of employment. Virtually all of the plans with surgical benefits made the benefit available without regard to the worker's age at the time of hiring.

Laid-off workers continued to be covered by surgical benefits under about half of the plans (142).¹² The period of coverage after layoff ranged from 14 days to 2 years. Most frequently, coverage was continued for 1 month following the month in which the layoff occurred. However, a third of the plans provided coverage for over 6 months. Five plans maintained benefits for an indefinite period at the workers' expense. Benefits for laid-off employees were financed by the same method as for active workers in two-thirds of the plans continuing surgical benefits following layoff. Plans providing coverage for 6 months or more usually required the worker to assume the full cost of benefits immediately upon layoff or on the first of the following month.

Almost invariably, surgical benefits were restricted to operations incident to nonoccupational disabilities; only three plans covered procedures resulting from occupational disabilities.¹³ Benefits for the obstetrical procedure required in

normal delivery maternity cases were provided by all but 17 plans covering women workers and all but 13 covering dependent wives.

Nonmaternity Benefits

Active Workers and Their Dependents. Cash surgical benefits were provided active workers and their dependents in 223 and 215 plans, respectively.¹⁴ With few exceptions, these plans reimbursed covered persons for the cost of operations up to a maximum for each procedure specified in a schedule.¹⁵ The individual was responsible for the difference, if any, between the amount the surgeon charged and the amount in the schedule.

Workers were provided full-service benefits or service benefits with an income limitation (i.e., service-cash indemnity benefits) by 70 plans covering almost 3 out of 10 workers and by 67 plans covering dependents. Forty-four of these, utilizing Blue Shield, restricted service benefits to workers and their dependents whose income was less than a specified amount (table 2). Individuals and members of families with incomes greater than those amounts were provided cash benefits, i.e., they must pay the difference, if any, between the amount provided by the plan and the surgeon's actual fee. Under the remaining 26 service plans covering workers and 23 plans with service benefits for dependents, virtually complete care was provided without cost to the insured regardless of income.¹⁶

¹² Under all Blue Shield plans and some commercial insurance policies, a worker whose group coverage ceases may, at his own expense, convert his coverage to an individual policy without medical examination or other evidence of good health.

¹³ The 3 plans that covered surgical procedures resulting from occupational disabilities specified that the benefit payable would be the difference between the workmen's compensation benefit and the benefit provided by the plan.

¹⁴ Most plans specifically excluded 1 or more surgical procedures such as cosmetic and dental surgery, and procedures for the treatment of self-inflicted injuries.

¹⁵ Plans were classified solely according to type of benefit (cash or service) provided, without regard to the party (the doctor or the insured) to whom payment is made or the type of insurer (commercial insurance carriers or nonprofit prepayment organizations, such as Blue Shield).

The definition of cash and service benefits used in this survey differs from that used in the 1955 survey; hence, no comparisons between the prevalence of service benefits in 1955 and 1959 should be made. For this report, plans providing service benefits for workers with annual incomes under a specified amount and cash benefits for those with incomes above a specified amount were classified as "service-with-income-limit plans."

¹⁶ Instead of providing a schedule of allowances, 6 plans covering workers and 5 plans covering dependents provided the cash surgical benefits on a co-insurance basis. These plans paid a percentage (e.g., 80 percent) of the insured's out-of-pocket surgical expenses as well as his hospital and medical expenses that exceeded a specified amount, commonly called the "deductible." These plans have been excluded from tables 3 through 6.

¹⁷ For a summary description of some of these programs, see the appendices of the Digest of One Hundred Selected Health and Insurance Plans Under Collective Bargaining, Early 1958 (BLS Bull. 1236, 1958).

The same type of benefit (cash or service) was furnished both workers and dependents in all but 2 of 277 programs with surgical benefits for both groups. Under these two plans, service benefits were provided the worker and cash benefits were provided his dependents.

For this study, surgical fee schedules, which are usually set forth in detail in plans with cash benefits and in those providing service benefits with income limits, were classified according to the allowance provided for the most expensive operation listed, commonly called the maximum schedule allowance. Allowances specified for an appendectomy and a tonsillectomy, two of the most common procedures, were also tabulated to indicate the variation in allowances by plans.

TABLE 3. DISTRIBUTION OF PLANS BY MAXIMUM SCHEDULE AND APPENDECTOMY ALLOWANCES FOR ACTIVE WORKERS AND THEIR DEPENDENTS, LATE SUMMER 1959¹
[Workers in thousands]

Maximum schedule allowance ²	Total		Maximum allowance for appendectomy													
			\$100 and under		\$125		Over \$125 and under \$150		\$150		Over \$150 and under \$175		\$175		Over \$175 and under \$200	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
WORKERS																
All plans providing cash allowances ³	261	4,168.0	458	434.8	148	789.1	5	32.5	108	1,936.6	13	664.9	11	103.0	3	38.9
\$150	8	67.7	8	67.7					1	1.0	1	4.5				
\$200	46	297.9	43	285.2	1	7.2	1			18	70.9					
\$225	16	97.3	3	26.4						1	9.0					
\$240	4	20.1			3	11.1				1						
\$250	26	787.7	2	9.3	27	664.0	1	11.5	1	15.0	4	63.1				1 31.8
\$275	2	12.6					1	6.0								
\$300	110	1,915.2			9	67.7	1	13.0	56	1,659.8			1	8.2	1	3.8
\$325	7	9.0			1	6.0							6	72.0		12 122.2
\$350	2	94.6														
\$375	5	20.8					1	1.0					3	16.0	1	3.8
\$400	3	47.0														2 27.7
\$450	9	586.2											1	2.4	8 583.8	
\$500	7	40.2			5	25.3							1	8.1		1 6.8
\$600	2	27.3											1	10.0		
Other ⁴	4	65.4	2	46.2	1	1.2							1	18.0		
DEPENDENTS																
All plans providing cash allowances ³	254	4,130.2	63	513.3	852	1,305.5	6	67.5	90	1,360.3	12	658.9	11	103.0	2	35.1
\$150	12	89.2	12	89.2												
\$200	44	329.1	43	321.9	1	7.2										
\$225	17	96.9	3	26.4						14	70.5					
\$240	5	22.1			4	13.1				1	9.0					
\$250	23	1,208.1	2	9.3	30	1,178.4	2	41.5			3	37.1				1 31.8
\$275	2	12.6			1	6.0	1	6.0								
\$300	98	1,318.5	1	17.0	9	67.7	1	13.0	78	1,146.4			1	8.2	1	3.8
\$325	2	94.6			1	6.0							6	72.0		7 62.9
\$350	4	17.0					1	1.0					3	16.0		
\$400	2	45.7							1	19.3						1 26.4
\$450	9	586.2											1	2.4	8 583.8	
\$500	7	40.2			5	25.3							1	8.1		
\$600	2	27.3											1	10.0		
Other ⁴	5	74.7	2	49.5	1	1.2	1	6.0			1	18.0				1 17.3

¹ See footnote 1, table 1. 298 and 286 plans provided surgical benefits for workers and dependents, respectively.

² Refers to the surgical fee allowance for the most expensive operation listed in the surgical schedule.

³ Includes 44 service plans with income limits; the allowances under these plans were applicable to workers and dependents with individual or family incomes over specified limits. Excludes 6 plans covering workers and 5 covering dependents that provided cash benefits on a co-insurance basis.

The allowance provided for the most expensive operation ranged from \$100 to \$600 for workers and from \$128 to \$600 for dependents (table 3). About two out of five plans specified a maximum schedule allowance of \$300. This allowance averaged \$307 for workers and \$298 for dependents. The cash allowances under the service plans with income limits were, on the average, higher than under the cash plans. More than 1 out of 3 of the service-cash indemnity plans had a maximum schedule allowance of over \$350, compared with about 1 out of 20 cash plans.

Although the allowances for an appendectomy ranged from less than \$100 to about \$200, the amount most frequently specified was \$150 for workers and dependents. The average allowance

⁴ Includes 4 plans that provided an allowance of less than \$100.

⁵ Includes 4 plans that provided an allowance of \$120.

⁶ Includes 1 plan that provided an allowance of \$203.

⁷ Includes plans that provided maximum schedule allowances of \$100, \$175, \$213, and \$430.

⁸ Includes plans that provided maximum schedule allowances of \$128, \$133, \$175, \$260, and \$430.

TABLE 4. TONSILLECTOMY ALLOWANCES FOR ACTIVE WORKERS AND THEIR DEPENDENTS, LATE SUMMER 1959¹

[Workers in thousands]

Tonsillectomy allowance	Workers		Dependents			
	Plans	Workers	Adults		Children ²	
			Plans	Workers	Plans	Workers
All plans providing cash allowances ³	261	4,168.0	254	4,130.2	254	4,130.2
Under \$25.00	1	1.2	4	86.0	4	86.0
\$25.00	7	81.6	10	53.6	11	59.8
\$30.00	38	284.2	38	320.9	57	643.4
\$30.01 and under \$35.00	2	46.0				
\$35.00	6	53.3	4	36.8	10	175.6
\$35.01 and under \$40.00	22	397.1	26	911.7	30	976.3
\$40.00	6	44.4	6	44.4	8	65.6
\$40.01 and under \$45.00	6	71.7	5	45.7	6	49.7
\$45.00	48	985.1	41	421.1	44	436.8
\$45.01 and under \$50.00	1	15.8	1	15.8		
\$50.00	60	945.4	60	904.5	47	700.5
\$50.01 and under \$60.00	12	141.0	11	116.0	12	87.4
\$60.00	21	252.6	18	243.9	6	73.4
\$60.01 and under \$70.00	16	665.5	16	665.5	13	622.2
\$70.00 and under \$80.00	13	194.9	13	194.9	6	153.5
\$80.00 and over	2	8.2	1	4.4		

¹ See footnote 1, tables 1 and 3.

² In determining the amount of the tonsillectomy allowance, a dependent child is defined as a child under a specified age, usually 12 years.

³ See footnote 3, table 3.

was \$144 for workers and \$138 for all dependents. Almost half of the plans (21) providing service benefits with income limits specified an appendectomy allowance of \$150 or more. The amount provided for an appendectomy was most frequently one-half the allowance for the most expensive operation. However, plans with a high maximum schedule allowance (over \$350) had appendectomy allowances that ranged from 25 to 47 percent, but most frequently 35 percent, of the maximum. Conversely, under plans with a low maximum allowance (under \$200), the appendectomy allowance was at least two-thirds of the maximum.

Tonsillectomy allowances ranged from about \$25 to \$75, exclusive of a few plans paying extremely small or large amounts (table 4). The median plan provided \$45 for workers and dependents. Three of four plans providing service benefits with income limits had tonsillectomy allowances ranging from \$50 to \$67.50. In 52 plans, children under a specified age were provided smaller allowances than other dependents. With few exceptions, these plans provided young children an allowance of less than \$50; older children, usually those over age 12, and adults were allowed \$50 or more. On the average, the allowance for workers was \$50; for adult dependents, \$49; and

for child dependents (12 or under in most plans), \$45.

Identical allowances for all surgical procedures were provided workers and adult dependents in 226 of the 248 programs with cash allowances for both groups. Where the benefit was lower for the adult dependent, it was commonly 60 percent of the amount provided the worker.

Retired Workers and Their Dependents. Retired workers and their dependents were covered by surgical benefits in more than one-third of the plans with benefits for active workers and their dependents. Identical surgical benefits were provided active and retired workers by 70 of the 100 plans with benefits for both groups. About the same number of plans (72) provided dependents of retired workers with benefits identical to those available to active workers' dependents.

The remaining plans reduced benefits by either of two methods. The method most frequently used was to limit the total amount of benefits provided during retirement. For example, after retirement the maximum schedule allowance under some plans became the lifetime limit on the amount the retiree or his spouse could receive; thus, one expensive operation might exhaust surgical coverage for the person on whom it was performed. Other plans specified a maximum amount applicable to all surgical, hospital and, where provided, medical expenses. Some plans applied these restrictions to the benefits available to a retired worker's entire family rather than to each individual. The second method was to reduce benefits directly, i.e., allowances for specified operations were less than those provided active workers and dependents.

Retired workers and their dependents continued to be covered by the same type of benefits—cash or service—that was available to them during active employment. Almost a third of the service plans and over half the 44 service-cash indemnity plans that covered active workers and their dependents extended these types of benefits to retired workers and their dependents. About a third of the plans with cash benefits for workers and dependents also extended coverage to retired workers and their dependents. The income limits in the 23 service-cash indemnity plans covering retired workers and their dependents were, with only one exception, \$4,000 or higher for a pen-

sitioner and his spouse—probably high enough to provide nearly all retired workers and their spouses with service benefits.

The maximum amount payable for the most expensive operation ranged from \$150 to \$500 in

¹⁷ The allowances described here are the amounts payable under the cash plans and the service-with-income-limit plans. The amounts payable by the few plans providing cash benefits on a co-insurance basis are not computable and therefore are not included in this report.

¹⁸ The difference in the average maximum schedule allowance provided retired and active workers stems from the fact that benefits were extended to retired workers by a larger percentage of the high benefit plans than of the low benefit plans.

¹⁹ The discussion in this section covers benefits provided in normal delivery cases only. Different benefits are generally specified for a cesarean section, ectopic pregnancy, or miscarriage. The normal delivery allowance was usually larger than the amount provided for a miscarriage or a spontaneous abortion but smaller than that provided for a cesarean section or ectopic pregnancy.

²⁰ Under a few plans, the patient was required to pay an initial maternity fee (e.g., the first \$60 of hospital, surgical, and medical expenses); thereafter, benefits were available without further cost. In addition to paying for obstetrical services, prenatal and postnatal care was provided by most group practice prepayment plans, and a few individual practice plans that provided service benefits.

TABLE 5. DISTRIBUTION OF PLANS BY MAXIMUM SCHEDULE AND APPENDECTOMY ALLOWANCES FOR RETIRED WORKERS AND THEIR DEPENDENTS, LATE SUMMER 1959¹

[Workers in thousands]

Maximum schedule allowance ²	Total		Maximum allowance for appendectomy											
	Plans	Workers	\$100 and under		\$125		Over \$125 and under \$150		\$150		Over \$150 and under \$175		\$175 and over	
			Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
RETIRED WORKERS														
All plans providing cash allowances.....	\$ 90	1,633.9	417	141.0	423	626.8	3	18.5	37	265.3	7	577.3	3	7.0
\$150.....	1	35.0	1	35.0										
\$180.....	1	10.0	1	10.0										
\$200.....	13	87.1	12	84.1										
\$225.....	7	45.5	2	10.4										
\$240.....	1	3.0					1	3.0						
\$250.....	19	617.8				18	606.3	1	11.5					
\$275.....	1	6.0						1	6.0					
\$300.....	34	213.1	1	1.5	2	5.7				30	204.9			1 1.0
\$325.....	2	10.0			1	6.0							1	4.0
\$375.....	2	3.0					1	1.0						1 2.0
\$400.....	1	19.3							1	19.3				
\$450.....	7	577.3									7	577.3		
\$500.....	1	5.8				1	5.8							
DEPENDENTS														
All plans providing cash allowances.....	\$ 88	1,627.9	418	142.3	424	632.2	3	18.5	34	251.6	7	577.3	3	6.0
\$150.....	2	36.3	2	36.3										
\$180.....	1	10.0	1	10.0										
\$200.....	13	87.1	12	84.1										
\$225.....	8	49.5	2	10.4										
\$240.....	1	2.0				1	2.0							
\$250.....	20	624.2			19	612.7	1	11.5						
\$275.....	1	6.0					1	6.0						
\$300.....	29	197.4	1	1.5	2	5.7				26	190.2			1 4.0
\$325.....	2	10.0			1	6.0							1	2.0
\$375.....	2	3.0					1	1.0						
\$400.....	1	19.3						1	19.3					
\$450.....	7	577.3								7	577.3			
\$500.....	1	5.8				1	5.8							

¹ See footnote 1, table 1. 103 and 100 plans provided surgical benefits for retired workers and their dependents, respectively.

² Refers to the surgical fee allowance for the most expensive operation listed in the surgical schedule.

³ Includes 23 service plans with income limits; under these plans, the allow-

the 90 and 88 plans that provided cash allowances for retired workers and their dependents, respectively (table 5).¹⁷ It averaged about \$325 for each group.¹⁸ Appendectomy allowances provided retired workers and their dependents varied from under \$100 to over \$175, and averaged \$138.

Maternity Benefits¹⁹

Obstetrical benefits for disabilities resulting from pregnancy were provided women workers in 276 plans and dependent wives in 269 plans. Cash maternity benefits were available to women workers and dependent wives in 223 and 217 plans, respectively; benefits were provided on a service basis in the remaining plans. However, service benefits were restricted to subscribers below specified income limits by 34 service plans; those above the limits received cash benefits.²⁰

ances were applicable to workers and dependents with individual or family incomes over specified limits. Excludes 4 plans covering retirees and their dependents that provided cash benefits on a co-insurance basis.

¹⁷ Includes 3 plans that provided an allowance of under \$100.

¹⁸ Includes 1 plan that provided an allowance of \$120.

TABLE 6. NORMAL DELIVERY MATERNITY SURGICAL ALLOWANCE FOR WOMEN WORKERS AND DEPENDENT WIVES, LATE SUMMER 1959¹

Normal delivery allowance	Women workers		Dependent wives	
	Plans	Workers ² (thousands)	Plans	Workers (thousands)
All plans providing a normal delivery allowance ³	224	3,344.9	213	3,229.3
Under \$50.00	5	217.2	3	205.0
\$50.00	45	268.2	49	326.6
\$60.00	10	56.0	9	53.0
\$60.01 and under \$75.00	11	87.1	14	124.1
\$75.00	76	628.7	68	523.1
\$75.01 and under \$90.00	10	78.7	9	78.2
\$90.00	38	1,083.2	37	1,182.2
\$100.00	15	141.4	11	109.7
\$105.00	4	70.1	2	19.1
\$125.00	10	75.3	11	105.3

¹ See footnote 1, table 1. 276 and 269 plans provided maternity surgical benefits for women workers and dependent wives, respectively.

² Number of workers covered by plan does not indicate relative frequency of benefits, as proportion of women covered varied substantially among plans.

³ Includes 34 service plans with income limits; under these plans, the allowances were applicable to workers and dependents with individual or family incomes over specified limits. Excludes 32 and 37 plans that provided a general lump-sum allowance for women workers and dependent wives, respectively, and 1 plan that provided the cash benefits on a co-insurance basis.

A stipulated amount for normal delivery was provided women workers and dependent wives in 190 and 179 of the plans, respectively, with cash benefits;²¹ a general lump-sum allowance applicable toward all maternity expenses—physicians' fees, anesthetists' fees, hospital expenses, etc.—was available in the other plans with cash benefits.

Maternity benefits were available immediately to newly insured women workers under 48 plans and to dependent wives under 45 plans. The remaining plans did not cover a pregnancy unless it had commenced while insured. More than 2 out of 5 of the plans (118) covering women workers and dependent wives simply stated that requirement. The remaining plans required that the individual be covered for a stipulated period, usually 9 months.

In all except 15 of the plans, the same type of benefit (cash or service) was available for both maternity and nonmaternity disabilities. The differences were all found in service plans which provided cash benefits for maternity. With one exception, both women workers and dependent wives were covered by the same type of benefit.

The "normal delivery" allowance provided women workers and dependent wives ranged from less than \$50 to \$125 (table 6).²² Amounts most frequently specified were \$50, \$75, and \$90.

²¹ Excludes the 34 service plans paying cash benefits to those over the income limits, and 1 plan that provided benefits on a co-insurance basis.

²² Includes allowances provided by 34 service-with-income-limit plans.

TABLE 7. DISTRIBUTION OF PLANS PROVIDING GENERAL LUMP-SUM MATERNITY ALLOWANCE FOR WOMEN WORKERS AND DEPENDENT WIVES, LATE SUMMER 1959¹

Amount	Women workers		Dependent wives	
	Plans	Workers ² (thousands)	Plans	Workers (thousands)
All plans providing a general lump-sum allowance for maternity cases	32	971.1	37	957.1
\$50.	3	299.0	5	311.6
\$75.	4	71.7	2	55.2
\$100.	7	97.0	10	132.3
\$125.	1	49.0	1	1.0
\$150.	10	414.5	11	371.9
\$175.	2	21.8		
\$200.	2	3.7	5	62.1
\$225.	1	4.0	1	4.0
\$250.	1	6.4	1	15.0
\$275.	1	4.0	1	4.0

¹ See footnote 1, table 6.

² See footnote 2, table 6.

The average allowance for women workers was \$81; for dependent wives, \$74. As for other surgical allowances, higher obstetrical allowances were generally found in plans providing service benefits with income limits than in plans with cash benefits for everyone. For example, over half of the plans with the former type of benefits specified a normal delivery allowance of \$90 or more; only a third of those with cash benefits specified such amounts.

Identical amounts were provided both women workers and dependent wives in 209 of the 224 plans with a "normal delivery" allowance for both groups. Where a different amount was specified for dependents, in no case was it less than 50 percent of the allowance provided women workers. All of the plans with a lower normal delivery allowance for dependent wives than for women workers also provided a lower maximum schedule allowance for dependents than for workers.

General Lump-sum Allowance. Women workers and dependent wives were provided a general lump-sum allowance instead of surgical, medical, and usually hospital benefits, under 32 and 37 programs, respectively. This amount, which was available for maternity expenses incurred in or out of the hospital, ranged from \$50 to \$275 and averaged about \$110 for both women workers and dependent wives (table 7). Over half the programs provided an allowance of \$100 or \$150 for each group.

—HARRY E. DAVIS

Division of Wages and Industrial Relations

Earnings in Selected Low-Wage Manufacturing Industries, June 1959

UNDER THE Fair Labor Standards Act, the Secretary of Labor is required to make an annual report to the U.S. Congress appraising the operations of the act and the economic effects of its provisions. The Department of Labor has conducted a variety of wage surveys to implement that requirement. In 1959, one such survey by the Bureau of Labor Statistics involved the collection and analysis of the distribution of straight-time average hourly earnings in 17 relatively low-wage industries.¹ The findings show that during the payroll period studied—June 1959—wage levels in most of the industries studied on a nationwide basis were between \$1.25 and \$1.65 an hour at straight-time rates. The highest industry average was \$1.84 an hour. In comparison, the average (exclusive of premium pay for overtime) for all manufacturing industries combined was \$2.16 an hour in June 1959.²

Relatively large concentrations of workers in the industries studied had earnings at or just above the \$1 Federal minimum wage; about a fifth of all the nonsupervisory workers in the 17 selected industries as a group earned from \$1 to \$1.05 an hour.³ Most of the industries had from an eighth to about three-tenths of their workers earning these wages. In the South, for which data are shown separately, earnings were substantially below those for the rest of the country. Seven of every ten workers included in the survey earning less than \$1.05 an hour were employed in the South.⁴

Scope and Method of Survey

The June 1959 survey of earnings in 17 selected manufacturing industry groups (hereafter called industries) relates to all nonsupervisory workers⁵ employed in establishments with one or more workers (table 1). Coverage was nationwide except for two industries (wooden containers and sawmills and planing mills) for which data were collected only in the South. The earnings data are for the payroll period ending nearest June 15, 1959, and relate to straight-time earnings.⁶ Production bonuses and cost-of-living bonuses were included as part of the workers' regular pay, but

such payments as Christmas or yearend bonuses were excluded.

Data were obtained largely by mail questionnaire. Personal visits were generally confined to larger establishments and to a sample of all nonrespondents to the two mail requests. Data from 2,747 establishments were used in the tabulations. In the estimating procedure, data collected for each establishment were weighted in accordance with the region, industry, and size group from which it was selected.

Industry Characteristics

The economic importance of the low-wage industries covered in this survey may be measured by the value of goods shipped, which totaled over \$20 billion in 1957.⁷ Approximately 1½ million nonsupervisory workers were employed in these industries at the time of the survey in June 1959. The South and Northeast regions each accounted for about two-fifths of total employment. Although a majority of all the workers included in the survey were employed in metropolitan areas, in six industries, a majority worked in the nonmetropolitan areas of the country. In the South,

¹ The 1959 program, which was developed jointly by the Bureau of Labor Statistics and the Wage and Hour and Public Contracts Divisions, also included wage surveys in six low-wage communities. The results of those surveys are summarized in Effects of the \$1 Minimum Wage in Six Areas, 1956-59 (in Monthly Labor Review, May 1960, pp. 472-478).

² See table C-2, p. 669 of this issue.

³ For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as from \$1 to \$1.05 or between \$1 and \$1.05, instead of using the more precise terminology of "\$1 and under \$1.05."

⁴ The results of the survey are presented in greater detail in Factory Workers' Earnings in Selected Manufacturing Industries, June 1959 (BLS Bull. 1275).

⁵ Included are production workers, office and clerical workers, cafeteria employees, routemen, workers engaged in the installation and servicing of products made in the establishment, and force-account construction workers who were utilized as a separate work force.

⁶ The straight-time hourly earnings averages presented here differ from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. (See table C-1, p. 657 of this issue, and Employment and Earnings, Bureau of Labor Statistics, November 1959.) The differences are largely accounted for by the exclusion in this study of premium pay for overtime and for work on weekends, holidays, and late shifts. In addition, establishments in this survey are weighted in accordance with their probability of selection from a regional-size-industry class, whereas in the monthly series, which is intended to indicate trends rather than levels, data for the establishments are aggregated into industry totals from which the industry's average hourly earnings are calculated. The results from the monthly series give a greater weight to large establishments because of the nature of the sample. A third difference between the two series is that the straight-time earnings averages are obtained by summing individual employee straight-time earnings and dividing the total by the number of employees; in the monthly series, gross average hourly earnings for an industry are obtained by dividing the aggregated weekly payroll for the establishments by the aggregated number of weekly hours.

⁷ 1957 Annual Survey of Manufactures (U.S. Bureau of the Census), Series MAS-57-2, October 1959.

nonmetropolitan area employment exceeded metropolitan area employment in 12 of the 13 industries where such data were available. Substantial numbers of women were employed in most of the industries studied, and accounted for approximately half of the total employment.⁸ The proportion of women in the work force was particularly high among the apparel industries, where they constituted about 85 percent of the employees.

The use of incentive pay systems varied widely among the industries studied. At least half of the production workers were paid by this method in seven industries, and from a fifth to three-tenths in five other industries. Individual piecework was the most typical form of incentive pay and was found extensively in the apparel and textile industries.

⁸ Employment and Earnings, op. cit.

TABLE 1. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ AND PERCENT OF NONSUPERVISORY WORKERS EARNING LESS THAN SPECIFIED AMOUNTS OF PAY IN SELECTED MANUFACTURING INDUSTRY GROUPS, BY METROPOLITAN AND NONMETROPOLITAN AREAS, UNITED STATES AND SOUTH, JUNE 1959

Industry group and metropolitan area status ²	Number of workers (thousands)	Average hourly earnings ³	United States					Number of workers (thousands)	Average hourly earnings ³	South						
			Percent of workers under—							Percent of workers under—						
			\$1.05	\$1.10	\$1.15	\$1.25	\$1.50			\$1.05	\$1.10	\$1.15	\$1.25	\$1.50		
Confectionery and related products ⁴	62	\$1.60	6.4	8.6	11.6	19.6	49.5	8	\$1.24	26.9	35.7	43.0	65.3	84.0		
Vegetable and animal oils and fats	30	1.84	20.4	23.4	26.4	29.4	35.8	12	1.83	45.8	52.4	57.8	63.5	72.6		
Metropolitan areas	19	2.09	7.7	8.8	10.7	12.2	18.2	5	1.56	27.6	31.6	35.9	40.0	50.7		
Nonmetropolitan areas	11	1.40	42.8	49.2	52.2	59.8	67.1	7	1.18	57.6	65.9	71.5	78.5	86.8		
Knitting mills	219	1.44	14.9	20.9	28.2	41.0	66.3	114	1.84	19.5	27.6	36.3	49.9	76.1		
Metropolitan areas	100	1.55	10.4	14.9	21.0	33.6	57.0	28	1.39	18.3	25.6	33.4	46.2	66.7		
Nonmetropolitan areas	118	1.35	18.6	26.0	34.4	47.3	74.8	87	1.82	20.0	28.3	37.3	51.2	78.6		
Seamless hosiery mills (men's)	33	1.25	28.6	38.4	49.0	63.4	84.7	29	1.23	30.4	40.7	51.6	66.0	86.7		
Metropolitan areas	6	1.27	24.7	34.7	42.4	57.1	80.1	5	1.25	27.9	38.1	47.0	59.7	81.9		
Nonmetropolitan areas	27	1.24	29.4	39.2	50.0	64.7	85.6	24	1.22	30.9	41.1	52.4	67.2	87.6		
Men's, youths', and boys' furnishings, work clothing, and allied garments	328	1.29	31.6	38.0	47.6	59.8	80.2	154	1.14	46.4	54.9	64.4	76.6	92.5		
Metropolitan areas	145	1.44	17.8	22.6	30.9	41.9	66.7	28	1.26	29.2	36.3	47.6	60.9	84.8		
Nonmetropolitan areas	184	1.17	42.4	50.1	60.6	73.8	90.6	126	1.12	50.1	59.0	68.1	80.0	94.2		
Men's, youths', and boys' shirts (except work shirts), collars, and nightwear	90	1.27	31.2	38.0	48.6	60.9	81.8	50	1.15	46.6	55.1	65.2	76.8	92.5		
Metropolitan areas	31	1.43	13.4	17.9	27.6	39.0	67.0	8	1.26	28.7	35.0	47.5	57.1	84.5		
Nonmetropolitan areas	59	1.17	41.8	50.1	61.2	74.0	90.6	42	1.13	50.1	59.0	68.7	80.5	93.9		
Women's, misses', children's, and infants' undergarments	114	1.38	15.4	22.2	32.5	49.2	73.8	22	1.24	28.7	37.9	48.2	63.0	84.6		
Metropolitan areas	74	1.43	12.7	19.8	29.5	45.2	69.1	6	1.26	29.0	40.3	52.9	63.3	81.4		
Nonmetropolitan areas	40	1.28	20.4	26.7	38.1	56.4	82.6	16	1.23	28.6	37.0	46.5	62.9	85.7		
Girls', children's, and infants' outerwear	73	1.47	17.1	22.2	32.7	45.5	65.5	11	1.18	40.6	53.8	60.2	75.2	90.8		
Metropolitan areas	53	1.54	11.4	19.5	24.8	40.9	55.9	4	1.17	45.8	57.0	63.5	74.8	92.0		
Nonmetropolitan areas	20	1.30	31.8	40.0	49.5	60.8	78.0	7	1.19	37.6	52.0	58.4	75.5	90.2		
Miscellaneous apparel and accessories	58	1.54	14.0	19.0	26.3	39.9	61.7	8	1.17	40.7	51.8	63.4	74.5	92.2		
Metropolitan areas	42	1.64	9.2	12.2	18.8	31.4	51.6	3	1.19	35.0	48.4	59.0	70.8	90.1		
Nonmetropolitan areas	16	1.28	26.4	36.5	46.2	61.8	87.7	5	1.15	43.9	53.6	58.8	76.5	93.3		
Miscellaneous fabricated textile products	124	1.51	13.4	19.5	28.7	39.8	61.5	25	1.27	27.7	37.5	50.6	63.2	82.0		
Metropolitan areas	103	1.54	11.2	16.6	25.0	35.7	58.1	16	1.34	23.1	30.2	39.3	52.9	76.3		
Nonmetropolitan areas	21	1.32	24.4	33.7	46.5	60.2	77.8	10	1.16	35.0	49.2	68.6	79.7	91.2		
Sawmills and planing mills, general ⁵								148	1.12	56.9	65.4	75.7	81.4	91.7		
Metropolitan areas								23	1.17	55.3	63.6	70.4	76.1	86.3		
Nonmetropolitan areas								125	1.12	57.2	65.7	76.7	82.4	92.7		
Wooden containers ⁶								22	1.22	41.9	55.4	65.7	76.1	85.6		
Metropolitan areas								6	1.33	23.7	36.9	50.2	65.6	78.6		
Nonmetropolitan areas								16	1.18	46.1	61.7	70.9	79.7	88.0		
Miscellaneous wood products	54	1.46	19.7	26.3	30.8	41.3	62.9	17	1.23	37.9	48.1	55.1	63.7	81.6		
Metropolitan areas	23	1.67	9.6	12.5	16.1	22.5	42.2	5	1.41	9.5	14.7	19.3	29.9	60.8		
Nonmetropolitan areas	32	1.31	26.9	34.6	41.5	54.8	77.8	12	1.16	49.9	62.2	70.1	77.9	90.3		
Household furniture	260	1.65	6.2	9.6	15.8	25.3	47.3	95	1.34	11.8	19.0	32.4	50.7	77.6		
Metropolitan areas	158	1.81	3.3	4.8	5.0	13.5	33.0	37	1.46	10.3	14.6	22.9	38.4	66.9		
Nonmetropolitan areas	108	1.42	10.1	16.2	26.8	41.8	67.5	57	1.27	12.7	21.8	38.5	58.7	84.6		
Handbags and other personal leather goods	27	1.49	9.6	16.9	26.3	41.0	63.1									
Metropolitan areas	21	1.51	10.3	17.5	27.1	41.4	60.0									
Nonmetropolitan areas	6	1.45	7.1	11.1	22.0	40.2	66.6									
Toys, amusement, sporting, and athletic goods	81	1.57	9.1	13.0	19.9	30.2	50.2									
Metropolitan areas	65	1.60	8.2	11.8	18.0	25.9	48.0									
Nonmetropolitan areas	16	1.48	13.2	17.9	23.9	35.2	58.8									
Costume jewelry, costume novelties, buttons, and miscellaneous notions, except precious metal	55	1.48	12.8	19.2	26.4	39.7	62.8									
Metropolitan areas	48	1.45	13.6	20.7	28.5	42.3	65.8									
Nonmetropolitan areas	7	1.69	7.0	8.8	11.7	21.8	41.6									

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² The scope of the industry groups studied are defined in the Standard Industrial Classification Manual (1957 edition) prepared by the Bureau of the Budget. Standard metropolitan areas, as defined by the Bureau of the Budget, are areas containing at least one central city of 50,000 population and including additional areas around such cities if they meet certain criteria of

being metropolitan in character and economically integrated with the central city.

³ Data for metropolitan and nonmetropolitan areas do not meet publication criteria.

⁴ Data were collected in the South only.

NOTE: Dashes indicate data that do not meet publication criteria. Because of rounding, sums of workers may not equal totals.

Wage Levels and Distributions, June 1959

On a nationwide basis, average straight-time earnings for nonsupervisory workers ranged from \$1.25 in men's seamless hosiery mills to \$1.84 in plants processing vegetable and animal oils and fats in June 1959. The average wage level was less than \$1.50 for all nonsupervisory workers in 9 of 15 industries and did not exceed \$1.65 in any industry except the one noted above. (See table 1.)

No more than 2 percent of the workers in any of the 15 industries studied nationwide earned less than \$1 an hour. However, there were generally heavy clusters of workers at rates coinciding with or not far above the \$1 Federal minimum wage. Because of this characteristic of the wage distributions, most of the workers earned less than the industry averages. The largest proportions of workers at the \$1 to \$1.05 pay interval were generally found in the lower wage industries. For example, nearly three-tenths of the workers earned between \$1 and \$1.05 in the men's seamless hosiery, men's shirts, and men's furnishings industries, with average earnings of \$1.25, \$1.27, and \$1.29, respectively. Even the industry with the highest average pay level in June 1959 (vegetable and animal oils and fats) had a fifth of its workers in this wage interval. At least three-fifths of the workers in 11 of the 15 industries studied nationally had earnings of less than \$1.50, and no fewer than two-fifths of the workers in these 11 industries earned less than \$1.25. In the other industries (confectionery, vegetable and animal oils and fats, household furniture, and toys and athletic goods), from a fifth to three-tenths of the workers earned less than \$1.25 an hour. The proportion of nonsupervisory workers earning less than \$1.15 ranged from slightly more than a tenth in the confectionery industry to nearly half in the men's furnishings, seamless hosiery, and men's shirt industries.

Average wage levels for nonsupervisory workers in the South were substantially below those for the rest of the country in the industries studied.* The greatest difference in average earnings was 87 cents an hour in the vegetable and animal oils and fats

industry. In 6 of 11 other industries where comparisons were possible, average earnings in the South were lower by from 40 to 48 cents. The smallest difference in pay levels was 15 cents in the men's seamless hosiery industry. Averages of industries in the South were also less widely dispersed than those in the country as a whole. Average hourly earnings ranged from \$1.12 in southern sawmills to \$1.34 in southern knitting mills and household furniture plants. The 22-cent range in average earnings among the industries studied in the South was thus three-eighths as large as the interindustry variation in the country.

In the South, the influence of the \$1 Federal minimum wage on the earnings of nonsupervisory workers was quite apparent. As many as 56 percent of the southern sawmill workers were concentrated in the \$1 to \$1.05 wage interval, and at least 38 percent had earnings in this interval in 8 of the 14 industries where data were available separately for the South. In four other industries, from 26 to 29 percent of the workers earned from \$1 to \$1.05 an hour.

Workers in the metropolitan areas of the United States had higher average levels of pay than those in nonmetropolitan areas in all but one industry. However, metropolitan and nonmetropolitan average pay differences varied widely among the industries, ranging from 3 cents in men's seamless hosiery to 69 cents in vegetable and animal oils and fats. These differences in wage level were decidedly influenced by the substantially greater proportions of workers in nonmetropolitan areas earning less than \$1.05 an hour. Higher pay levels in metropolitan than in nonmetropolitan areas were also evident in the South, but the differences were smaller than those observed on a nationwide basis in nearly all of the industries where comparisons were possible.

Data were also tabulated separately for production workers, who accounted for more than nine-tenths of the nonsupervisory workers in most of the industries studied. Although the distributions of individual earnings of production workers were not markedly different from those of all nonsupervisory workers, average earnings for production workers were somewhat lower. For the country as a whole, wage differences ranged from 1 to 3 cents in 11 industries, 5 to 6 cents in 3 industries, and 12 cents in 1 industry. In the

* These differences were computed by subtracting aggregate earnings and employment for the South from those for the United States. The remaining aggregates provided an average for the United States minus the South; the average for the South was then subtracted from the average for the rest of the country.

South, production workers also averaged less than all nonsupervisory workers, but the differences were smaller than in the country as a whole.

Wage Comparisons, April 1954 to June 1959

Wage data for production workers in seven of the manufacturing industries surveyed in June 1959 permitted comparisons of pay levels and distributions with the findings obtained from three earlier surveys—April 1954, April 1956, and May 1958 (table 2).

Employment levels were from 7 to 17 percent higher in June 1959 than in April 1954 in five of the seven industries studied nationally, but were lower by 10 percent in the confectionery industry and 5 percent in the miscellaneous apparel industry. The 1957-58 recession was reflected in the employment data. Between the April 1956 and May 1958 survey periods, the number of workers

decreased in all but one of the industries, whereas gains in employment were recorded in four industries between April 1954 and April 1956, and in six industries between May 1958 and June 1959. None of the industries in the South showed an employment decline during the overall period, and the percentage increase was greater in the South for those industries which had also experienced an increase nationally. Moreover, between April 1956 and May 1958, which includes the recession period, employment levels in the South fell in only three of the industries.

Between April 1954 and June 1959, increases in average earnings for production workers in each of the industries studied on a nationwide basis ranged from 11 to 25 percent. Pay increases were of approximately the same magnitude, from 11 to 14 percent, in five of the seven industries. Consequently, the pay relationships among most of the

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ AND PERCENT OF PRODUCTION WORKERS EARNING LESS THAN SPECIFIED AMOUNTS OF PAY IN SELECTED MANUFACTURING INDUSTRY GROUPS, UNITED STATES AND SOUTH, APRIL 1954, APRIL 1956, MAY 1958, AND JUNE 1959

Industry group and date	Number of workers (thousands)	Average hourly earnings ¹	United States						South							
			Percent of workers under—						Number of workers (thousands)	Average hourly earnings ¹	Percent of workers under—					
			\$1.00	\$1.05	\$1.10	\$1.15	\$1.25	\$1.50			\$1.00	\$1.05	\$1.10	\$1.15	\$1.25	\$1.50
Confectionery and related products:																
April 1954	62	\$1.26	22.2	28.2	33.3	41.2	57.0	79.7	7	\$0.97	72.2	70.3	82.2	85.3	90.6	97.1
April 1956	61	1.46	.5	14.9	20.1	26.1	32.0	60.1	8	1.19	44.2	45.7	52.4	53.7	80.0	
May 1958	57	1.55	1.4	11.0	15.0	21.4	30.8	51.2	8	1.14	8.0	38.1	47.9	64.5	75.4	89.0
June 1959	56	1.57	.2	6.6	9.0	12.2	20.9	52.4	8	1.21	1.4	28.0	37.4	44.9	68.5	86.4
Knitting mills:																
April 1954	192	1.26	30.4	37.7	43.4	49.3	59.7	76.1	95	1.21	38.9	46.2	52.2	58.0	67.1	80.9
April 1956	200	1.32	1.5	28.8	33.3	42.9	56.6	76.9	106	1.26	1.7	27.2	38.2	46.9	62.1	81.9
May 1958	183	1.39	.8	17.8	25.3	33.2	46.9	71.4	98	1.32	1.2	21.9	29.9	38.8	53.1	77.1
June 1959	205	1.43	.8	21.7	29.2	42.1	67.3	110	1.33	1.3	19.9	28.2	36.9	50.5	76.5	
Men's, youths', and boys' furnishings, work clothing, and allied garments:																
April 1954	268	1.11	40.2	56.3	61.2	66.3	74.3	87.4	118	.94	71.4	78.1	82.3	85.8	91.2	97.2
April 1956	291	1.25	2.9	39.4	47.0	54.8	66.7	82.6	140	1.11	3.6	50.1	60.4	70.3	83.4	95.1
May 1958	277	1.27	1.5	29.6	37.2	48.0	61.1	81.3	122	1.14	2.3	44.7	54.5	67.2	80.1	87.9
June 1959	310	1.27	2.9	33.0	36.6	49.2	61.6	81.8	148	1.14	4.8	47.6	56.5	65.5	77.6	
Girls', children's, and infants' outerwear:																
April 1954	63	1.31	32.0	42.2	47.4	53.8	61.7	73.9	8	.86	83.7	87.8	88.9	91.1	94.1	96.7
April 1956	63	1.35	.6	32.5	40.2	49.7	55.8	70.7	9	1.09	1.7	42.0	73.3	85.6	88.1	94.4
May 1958	62	1.40	.6	17.2	25.8	38.3	50.8	74.1	9	1.14	.8	43.6	58.4	66.5	79.8	93.4
June 1959	69	1.45	1.3	17.9	23.1	34.1	47.4	67.6	10	1.16	1.1	42.0	55.5	62.0	77.1	92.0
Miscellaneous apparel and accessories:																
April 1954	57	1.28	33.6	41.6	45.7	52.0	59.2	74.1	6	.92	63.9	77.9	81.8	84.2	89.0	97.2
April 1956	55	1.33	1.0	33.8	42.9	49.9	58.0	75.8	7	1.07	4.8	59.9	70.3	80.8	89.8	95.5
May 1958	48	1.45	.4	17.2	22.2	32.4	44.9	66.2	7	1.12	1.4	48.8	59.2	70.9	84.0	96.0
June 1959	54	1.61	.8	14.7	19.9	27.3	41.7	63.7	8	1.15	1.6	41.0	52.3	64.2	75.3	93.1
Miscellaneous fabricated textile products:																
April 1954	96	1.29	28.5	36.5	41.9	47.5	55.9	74.8	18	1.08	52.4	57.3	60.4	65.5	73.7	88.8
April 1956	105	1.39	.5	25.0	30.9	37.9	46.2	67.2	19	1.19	35.0	45.9	55.4	68.8	89.1	
May 1958	97	1.45	.5	16.2	21.3	30.6	41.0	62.9	20	1.22	1.0	38.5	46.5	54.8	66.9	86.9
June 1959	111	1.45	(?)	14.7	21.3	31.1	43.1	65.4	23	1.21	(?)	30.1	40.7	54.7	67.9	85.9
Household furniture:																
April 1954	204	1.45	17.9	23.2	27.0	31.4	39.6	58.8	71	1.12	42.2	52.2	59.2	66.0	76.0	89.4
April 1956	225	1.51	.1	13.7	19.5	25.5	34.7	56.6	83	1.25	.2	28.3	37.9	48.3	61.5	83.8
May 1958	208	1.64	.2	7.9	12.9	18.9	27.7	47.7	78	1.31	.5	17.5	28.4	39.5	55.9	79.9
June 1959	238	1.63	.3	6.4	10.0	16.6	26.5	48.7	89	1.33	.3	11.9	19.3	33.2	52.2	79.0

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

* Less than 0.05 percent.

industries changed little during this period. The overall data obscure, however, the variations in wage movement between consecutive periods studied.

In April 1954, average hourly earnings for production workers in the industries surveyed nationwide ranged from \$1.11 in men's furnishings to \$1.45 in household furniture. The other industry averages at that time fell within a 6-cent range from \$1.26 to \$1.31 an hour. By April 1956, 1 month after the Federal \$1 minimum wage became effective, average pay levels were higher by as much as 20 cents in the confectionery industry, 14 cents in men's furnishings, and 10 cents in miscellaneous fabricated textile products. The other increases ranged from 4 to 6 cents during this period. As a result, the difference in average hourly earnings between the lowest and highest paid industries decreased from 31 percent in April 1954 to 21 percent in April 1956. Except for the confectionery industry, the pay relationships also narrowed between the lowest paid industry and the other industries studied.

Average earnings continued to move upward between April 1956 and May 1958, but the amount of increase varied among industries. Wage increases in miscellaneous apparel and household furniture during this period were more than twice those recorded during the previous period, whereas the increases in the confectionery and men's furnishings industries were substantially smaller. Wage gains in the other industries were roughly of the same magnitude in both periods. In the period April 1956-May 1958, the relative pay differentials between men's furnishings and the other industries had generally widened somewhat. A lesser degree of wage movement occurred between May 1958 and June 1959 than in the other two periods; average pay levels increased in only four industries, ranging from 2 to 6 cents an hour.

The rise in average wage levels in these industries over the 5-year period was accompanied by marked changes in the distribution of individual earnings. The proportion of production workers earning less than \$1 in April 1954 ranged from nearly a fifth in the highest paid industry (household furniture) to almost half in the lowest paid (men's and boys' furnishings). By April 1956, fewer than 3 percent of the workers in any of the industries studied

earned less than the new Federal minimum wage of \$1, and the proportion of workers concentrated within the minimum wage interval, i.e., from \$1 to \$1.05, ranged from approximately one-eighth to three-eighths. The upward swing of earnings during this 2-year period was not, however, solely confined to movement around the \$1 level in all of the industries. For example, the proportion of workers earning \$1.25 or more increased from 43 percent in April 1954 to 68 percent in April 1956 in the confectionery industry, from 44 to 54 percent in miscellaneous fabricated textile products, and from 26 to 33 percent in men's furnishings.

Between April 1956 and May 1958, the concentrations of workers earning less than \$1.05 was reduced in each industry. This decline continued through June 1959 in most of the industries, although the degree of change was usually somewhat smaller than in the previous period. Moreover, the proportion of workers earning less than \$1.05 increased between May 1958 and June 1959 in two industries. It is possible that new employees were hired at the minimum wage rate during the rise in employment levels in this period. By June 1959, more than half of the workers in all but one of the industries earned at least \$1.25 an hour, whereas only one industry had a majority of its workers earning these wages in April 1954.

As noted earlier, industry wage levels were substantially lower in the South than in the rest of the country. The highest average hourly earnings recorded in April 1954 were \$1.21 in southern knitting mills; in four of the other six industries, earnings averaged below \$1 an hour. At that time, from almost two-fifths of the production workers in knitting mills to more than four-fifths in the girls' and children's outerwear industry earned less than \$1 an hour. More than two-thirds of the production workers in each of the industries surveyed earned less than \$1.25. With the establishment of the \$1 Federal minimum wage on March 1, 1956, wage levels and distributions changed strikingly. Average hourly earnings between April 1954 and April 1956 increased in all but one of the industries by at least 10 percent and as much as 27 percent. In six of the industries studied, percentage increases during this period were greater in the South than in the country as a whole. As a result, relative wage

differentials between the South and the United States narrowed. Fewer than 5 percent of the workers earned less than \$1 in any industry in April 1957. The proportion of workers concentrated at the \$1 to \$1.05 wage interval exceeded two-fifths in four of the industries and ranged from a fourth to more than a third in the other industries.

Earnings in the South rose to a much lesser degree in the two periods April 1956 to May 1958 and May 1958 to June 1959 than in the period April 1954 to April 1956. In fact, the total pay increases of the latter two periods were substantially less than those recorded between April 1954 and April 1956 in all but one of the industries. Consequently, relative differences in pay between the South and the United States generally widened in the latter periods, and in three of the industries

sufficiently to restore the differentials existing in April 1954. Although the proportion of workers earning from \$1 to \$1.05 declined during the period from April 1956 to June 1959, the \$1 minimum continued its strong influence on wages in the South. At least two-fifths of the production workers in three industries, and from about a tenth to three-tenths in the other industries still earned between \$1 and \$1.05 in June 1959. Although the proportion of workers earning \$1.25 or more in each of the industries in the South increased between April 1954 and June 1959, at least half and as many as three-fourths earned less than that amount in June 1959.

—HERBERT SCHAFER

Division of Wages and Industrial Relations

A Review of Work Stoppages During 1959

PRIMARILY as a result of the prolonged stoppage in the steel industry, which involved 519,000 workers and idleness of 42 million man-days, strike idleness in 1959 reached its highest level since 1946, climbing to 69 million man-days. (See chart and table 1.) The idleness total for the year amounted to 0.61 percent of estimated working time of all workers in nonagricultural establishments, excluding government, a proportion again exceeded only in 1946. At the same time, however, the number of stoppages—3,708—remained substantially the same as in 1957 and 1958, and the number of workers involved dropped slightly over the year.¹

Size and Duration of Stoppages

The number of stoppages affecting 1,000 or more workers decreased from 332 in 1958 to 245 in 1959, and the number of workers involved in these walkouts dropped from about 1,590,000 to 1,380,000. However, idleness caused by these 245 stoppages rose to nearly 61 million man-days, more than three times the 1958 total, and accounted for 88 percent of the total idleness for 1959.

Twenty major work stoppages (involving 10,000 or more workers) idled a total of 845,000 workers; this number was slightly more than the total for major stoppages in 1958, but it was surpassed in six of the postwar years. The idleness in these stoppages, 50.8 million man-days, was exceeded only in 1946. The stoppages involving fewer than 100 workers, although amounting to more than half the total number of strikes, resulted in only 1.4 million man-days of idleness, or 2.1 percent of the total. (See table 2.)

The average duration of all stoppages ending in 1959 was 24.6 days, an increase over the average of 19.7 in 1958 and an amount equal to the level immediately following World War II. Three-eighths of the stoppages ending in the year lasted less than a week, involving over one-fifth of the workers and causing less than 2 percent of the total idleness (table 3). Only two of the major stoppages were among these strikes, while six others lasted from a week to a month.

¹ All work stoppages known to the Bureau of Labor Statistics and its various cooperating agencies, involving six or more workers and lasting a full day or shift or longer, are included in these statistics. Figures on "workers involved" and "man-days idle" include all workers made idle for as long as one shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

A forthcoming bulletin will provide a more complete analysis and additional data on stoppages during 1959. For detailed data on 1958, see *A Review of Work Stoppages During 1958* (in *Monthly Labor Review*, June 1959, pp. 637-641), and BLS Bull. 1258 (1959).

Ninety-one percent of all idleness in the strikes ending in the year occurred in stoppages in which the duration was 1 month or more. This group of about 900 strikes included 11 of the year's major stoppages, among them the strike in the basic steel industry, the year's largest, which lasted 116 days, and a stoppage of coal miners in Kentucky, Tennessee, and West Virginia in effect for 129 days. Nearly 12,000 employees of wholesale and retail bakeries in the New York City area were idle 102 days. Plants of the Allis Chalmers Manufacturing Co. in seven States were affected by a stoppage of 14,000 workers which lasted 84 days; widespread stoppages at plants of the Firestone Tire and Rubber Co. and the B. F. Goodrich Co. were in effect about 2 months; West Coast shipyard workers were also on strike for about 2 months. Major strikes lasting between 30 and 60 days included two in the construction industry; a strike at Swift and Co. plants in 31 States; and

the strike at stores of the Great Atlantic and Pacific Tea Co. in the New York City area. The stoppage at the mines and smelters of Kennecott Copper Corp., in four western States, the largest among the strikes in the copper industry, was not settled until late January 1960 after 173 days. Early 1960 was also the termination date of four other walkouts in the copper industry. The longest of the copper strikes which began in 1959 was at the Phelps Dodge Refining Corp. in Laurel Hill, N.Y., which lasted until March 25, 1960, a total of 238 days.

Major Issues

As in previous years, wages, hours, and supplementary benefits were again the major cause of disputes in 1959. These issues accounted for half of the year's strikes, more than two-thirds of the workers involved, and seven-eighths of the man-

Trends in Work Stoppages

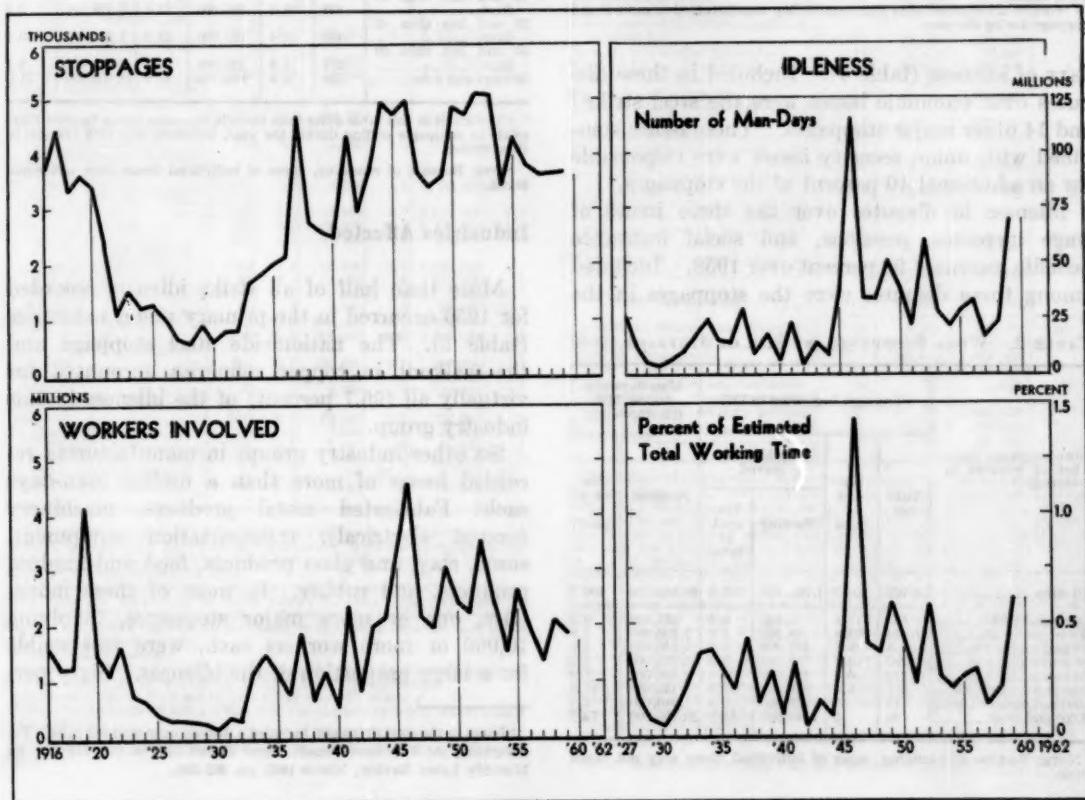


TABLE 1. WORK STOPPAGES IN THE UNITED STATES, 1945-59¹

Year	Work stoppages		Workers involved ²		Man-days idle during year		
	Number	Average duration (calendar days) ³	Number (thousands)	Percent of total employed	Number (thousands)	Percent of estimated total working time	Per worker involved
1945	4,750	9.9	3,470	12.2	38,000	0.47	11.0
1946	4,985	24.2	4,000	14.5	116,000	1.43	25.2
1947	3,693	25.6	2,170	6.5	34,600	.41	15.9
1948	3,419	21.8	1,960	5.5	34,100	.37	17.4
1949	3,806	22.5	3,030	9.0	50,500	.59	16.7
1950	4,843	19.2	2,410	6.9	38,800	.44	16.1
1951	4,737	17.4	2,220	5.5	22,900	.23	10.3
1952	5,117	19.6	3,540	8.8	59,100	.57	16.7
1953	5,091	20.3	2,400	5.6	28,300	.26	11.8
1954	3,468	22.5	1,530	3.7	22,600	.21	14.7
1955	4,320	18.5	2,650	6.2	25,200	.26	10.7
1956	3,825	18.9	1,900	4.3	33,100	.29	17.4
1957	3,673	19.2	1,390	3.1	16,500	.14	11.4
1958	3,694	19.7	2,060	4.8	23,900	.22	11.6
1959	3,708	24.6	1,880	4.3	69,000	.61	36.7

¹ The number of stoppages and workers relate to those beginning in the year; average duration, to those ending in the year. Man-days of idleness include all stoppages in effect during the year.

Avaliable information for earlier periods appears in Handbook of Labor Statistics (BLS Bull. 1016), table E-2. For a discussion of the procedures involved in the collection and compilation of work stoppage statistics, see Techniques of Preparing Major BLS Statistical Series (BLS Bull. 1168), ch. 12.

² Figures are simple averages; each stoppage is given equal weight regardless of its size.

³ Workers are counted more than once if they were involved in more than 1 stoppage during the year.

days of idleness (table 4). Included in these disputes over economic issues were the steel strike² and 14 other major stoppages. These issues combined with union security issues were responsible for an additional 10 percent of the stoppages.

Idleness in disputes over the three issues of wage increases, pensions, and social insurance benefits increased 90 percent over 1958. Included among these disputes were the stoppages in the

copper industry as well as in four other major disputes—New York City bakery industry, West Coast shipyards, Swift and Co., and textile finishing plants in New York and New Jersey. Social insurance benefits were the major issues in stoppages in the three major rubber companies.

A fifth of the year's stoppages were precipitated by disputes over such working conditions as job security, shop conditions, and workload. This was only slightly below the level for 1958.

TABLE 3. DURATION OF WORK STOPPAGES ENDING IN 1959¹

Duration (calendar days)	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number	Percent of total	Number	Percent of total
All periods.....	3,747	100.0	1,910,000	100.0	67,400,000	100.0
1 day.....	369	9.8	109,000	5.7	109,000	0.2
2 and less than 4 days.....	537	14.3	135,000	7.1	274,000	.4
4 and less than 7 days.....	514	13.7	167,000	8.7	565,000	.8
7 and less than 15 days.....	806	21.5	262,000	13.7	1,620,000	2.4
15 and less than 30 days.....	623	16.6	250,000	13.1	3,490,000	5.2
30 and less than 60 days.....	466	12.4	255,000	13.3	7,230,000	10.7
60 and less than 90 days.....	211	5.6	124,000	6.5	5,850,000	8.7
90 days and over.....	221	5.9	609,000	31.9	48,200,000	71.6

¹ The totals in this table differ from those in the other tables because these relate to stoppages ending during the year, including any 1958 idleness in these strikes.

NOTE: Because of rounding, sums of individual items may not equal totals.

Industries Affected

More than half of all strike idleness recorded for 1959 occurred in the primary metal industries (table 5). The nationwide steel stoppage and the walkout in copper refineries accounted for virtually all (96.7 percent) of the idleness in this industry group.

Six other industry groups in manufacturing recorded losses of more than a million man-days each: Fabricated metal products, machinery (except electrical), transportation equipment, stone, clay, and glass products, food and kindred products, and rubber. In most of these industries, one or more major stoppages, involving 10,000 or more workers each, were responsible for a large proportion of the idleness. Sixty per-

TABLE 2. WORK STOPPAGES, BY SIZE OF STOPPAGE, 1959

Size of stoppage (number of workers involved)	Stoppages beginning in 1959			Man-days idle during 1959 (all stoppages)		
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
All sizes.....	3,708	100.0	1,880,000	100.0	69,000,000	100.0
6 and under 20.....	600	17.8	7,550	0.4	131,000	0.2
20 and under 100.....	1,443	38.9	69,200	3.7	1,230,000	1.9
100 and under 250.....	728	10.6	115,000	6.1	1,970,000	2.9
250 and under 500.....	280	10.2	126,000	6.9	1,930,000	2.8
500 and under 1,000.....	252	6.8	175,000	9.3	2,790,000	4.0
1,000 and under 5,000.....	207	5.6	418,000	22.3	8,140,000	11.8
5,000 and under 10,000.....	18	.5	118,000	6.3	1,910,000	2.8
10,000 and over.....	20	.5	845,000	45.0	50,800,000	73.7

NOTE: Because of rounding, sums of individual items may not equal totals.

² Issues in the steel strike also included a dispute over working rules. For discussion, see The Steel Board's Final Report on the 1959 Dispute (in Monthly Labor Review, March 1960, pp. 202-209).

cent of the 3.2 million man-days of idleness in the fabricated metal products industry group resulted from the steel stoppage. Three major stoppages in rubber and miscellaneous plastics products industries accounted for 90 percent of this group's idleness. The food and kindred products group included major stoppages at Swift

and Co. plants in 31 States and the 3-month strike at bakeries in the New York City area.

In nonmanufacturing, the construction industry, while showing a drop from 1958 in the num-

TABLE 4. MAJOR ISSUES INVOLVED IN WORK STOPPAGES, 1959

Major issues	Stoppages beginning in 1959			Man-days idle during 1959 (all stoppages)		
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
All issues	3,708	100.0	1,880,000	100.0	69,000,000	100.0
Wages, hours, and supplementary benefits						
Wage increase ¹	1,872	50.5	1,320,000	70.5	61,200,000	88.6
Wage decrease	1,209	32.6	924,000	49.2	49,100,000	71.1
Wage increase, hour decrease	14	.4	1,650	.1	86,100	.1
Wage decrease, hour increase	51	1.4	33,600	1.8	695,000	1.0
Wage increase, pension and/or social insurance benefits	280	7.6	167,000	8.9	7,030,000	10.2
Pension and/or social insurance benefits	27	.7	63,200	3.4	1,880,000	2.7
Other ²	289	7.8	124,000	7.1	2,390,000	3.5
Union organization, wages, hours, and supplementary benefits	361	9.7	95,500	5.1	2,470,000	3.6
Recognition, wages, and/or hours	261	7.0	17,900	1.0	411,000	.6
Strengthening bargaining position, wages, and/or hours	17	.5	2,280	.1	36,000	.1
Union security, wages, and/or hours	83	2.2	75,360	4.0	2,020,000	2.9
Union organization	303	8.2	58,400	3.1	1,700,000	2.5
Recognition	204	5.5	14,100	.8	251,000	.4
Strengthening bargaining position	19	.5	25,100	1.3	1,190,000	1.7
Union security	55	1.5	11,800	.6	226,000	.3
Discrimination	5	.1	2,560	.1	5,140	(3)
Other	20	.5	4,880	.3	27,000	(3)
Other working conditions	761	20.5	362,000	19.3	3,400,000	4.9
Job security	388	10.5	212,000	11.3	2,210,000	3.2
Shop conditions and policies	324	8.7	134,000	7.1	908,000	1.3
Workload	38	1.0	12,800	.7	224,000	.3
Other	11	.3	2,790	.1	53,400	.1
Interunion or intraunion matters	250	9.4	32,000	1.7	222,000	.3
Sympathy	53	1.4	8,990	.5	64,600	.1
Union rivalry ³	38	1.0	5,590	.3	42,400	.1
Jurisdiction ⁴	257	6.9	17,400	.9	115,000	.2
Union administration ⁵	2	.1	90	(3)	210	(3)
Not reported	61	1.6	5,760	.3	30,500	(3)

¹ This group includes the nationwide steel stoppage. In addition to the demand by the United Steelworkers of America for wage and/or fringe benefit increases, the issues in the steel strike also included proposals by the companies for changes in working rules.

² Issues such as retroactivity, holidays, vacations, job classification, piece rates, incentive standards, or other related matters unaccompanied by proposals to effect general changes in wage rates are included in this category. Slightly less than a third of the stoppages in this group occurred over piece rates or incentive standards.

³ Less than 0.05 percent.

⁴ Includes disputes between unions of different affiliation such as those between unions affiliated with the AFL-CIO and nonaffiliates.

⁵ Includes disputes between unions of the same affiliation.

⁶ Includes disputes within a union over the administration of union affairs or regulations.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 5. WORK STOPPAGES BY INDUSTRY GROUP, 1959

Industry group	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time ¹
All industries	3,708	1,880,000	69,000,000	0.61
Manufacturing	2,043	1,280,000	55,500,000	1.34
Primary metal industries	236	575,000	39,000,000	13.77
Fabricated metal products, except ordnance, machinery, and transportation equipment	276	100,000	3,150,000	1.14
Ordnance and accessories	13	8,200	125,000	.34
Electrical machinery, equipment, and supplies	96	48,100	820,000	.25
Machinery, except electrical	217	82,700	2,820,000	.68
Transportation equipment	108	76,500	1,560,000	.32
Lumber and wood products, except furniture	58	14,100	210,000	.12
Furniture and fixtures	101	16,000	422,000	.43
Stone, clay, and glass products	165	50,800	1,230,000	.37
Textile mill products	70	23,500	229,000	.09
Apparel and other finished products made from fabrics and similar materials	122	19,100	233,000	.08
Leather and leather products	38	5,570	53,300	.05
Food and kindred products	169	80,000	1,720,000	.45
Tobacco manufactures	1	900	5,200	.02
Paper and allied products	59	18,700	442,000	.30
Printing, publishing, and allied industries	58	24,400	332,000	.15
Chemicals and allied products	97	19,600	422,000	.19
Petroleum refining and related industries	18	18,000	530,000	.82
Rubber and miscellaneous plastics products	62	76,800	1,930,000	2.90
Professional, scientific, and consulting instruments; photographic and optical goods; watches and clocks	26	8,680	158,000	.18
Miscellaneous manufacturing industries	68	11,300	179,000	.14
Nonmanufacturing	1,672	600,000	13,500,000	1.19
Agriculture, forestry, and fisheries	10	2,230	65,700	(4)
Mining	187	120,000	5,650,000	3.26
Contract construction	771	251,000	4,120,000	.58
Wholesale and retail trade	311	72,200	1,570,000	.05
Finance, insurance, and real estate	11	770	4,310	(4)
Transportation, communication, electric, gas, and sanitary services	233	140,000	1,910,000	.19
Services	128	12,700	190,000	(4)
Government	25	2,050	10,500	(4)

¹ Man-days of employment in the primary metal industries group during the steel strike have been computed on the basis of average employment throughout the affected months, rather than on the usual basis of employment in the pay period ending nearest the 15th of each month. In July, employment in primary metals was 1,206,000 in the pay period ending the 15th, and was presumed to be 778,000 during the second half of the month. In August, September, and October, the usual method was followed, i.e., employment as of the pay period ending nearest the 15th, was assumed to prevail throughout the month. In November, employment was 1,196,000 in the pay period ending nearest the 15th, and was presumed to hold at this level in the last 3 weeks of the month, but was diminished by 476,000 in the first week of the month, during which time the steel strike was in progress.

If the percentage of time lost were calculated on the basis of ratio of time lost to time worked plus time lost, the percentages would have been 12.12 in primary metal industries and 1.33 in the manufacturing group.

² Stoppages extending into 2 or more industry groups have been counted in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

³ Excludes government.

⁴ Not available.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 6. WORK STOPPAGES BY STATE, 1959

State	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time
United States.....	1,3708	1,880,000	69,000,000	0.61
Alabama.....	73	51,300	2,480,000	1.64
Alaska.....	10	4,900	262,000	(?)
Arizona.....	28	30,600	1,430,000	2.33
Arkansas.....	25	3,170	71,000	.09
California.....	260	102,000	3,340,000	.34
Colorado.....	30	22,400	750,000	.76
Connecticut.....	68	20,500	384,000	.18
Delaware.....	7	2,500	154,000	.45
District of Columbia.....	11	5,900	50,300	.07
Florida.....	99	27,100	276,000	.10
Georgia.....	22	3,660	112,000	.05
Idaho.....	17	3,420	22,400	.07
Illinois.....	231	112,000	4,390,000	.57
Indiana.....	153	117,000	5,620,000	1.83
Iowa.....	63	24,600	541,000	.38
Kansas.....	26	6,440	64,700	.05
Kentucky.....	83	30,200	1,220,000	.91
Louisiana.....	36	17,500	286,000	.17
Maine.....	19	1,280	12,500	.02
Maryland.....	38	38,300	2,440,000	1.30
Massachusetts.....	134	43,000	909,000	.21
Michigan.....	172	83,500	2,680,000	.53
Minnesota.....	73	39,100	1,870,000	.94
Mississippi.....	12	1,900	17,100	.02
Missouri.....	105	24,600	925,000	.32
Montana.....	17	12,400	780,000	2.47
Nebraska.....	25	8,710	173,000	.23
Nevada.....	16	5,000	215,000	1.10
New Hampshire.....	14	1,250	14,900	.03
New Jersey.....	249	97,200	1,980,000	.44
New Mexico.....	12	5,280	212,000	.48
New York.....	470	158,000	4,520,000	.33
North Carolina.....	13	1,430	104,000	.04
North Dakota.....	8	1,200	3,720	.03
Ohio.....	391	234,000	9,630,000	1.49
Oklahoma.....	20	6,350	195,000	.22
Oregon.....	41	9,060	230,000	.22
Pennsylvania.....	454	332,000	14,500,000	1.52
Rhode Island.....	20	5,430	112,000	.18
South Carolina.....	9	1,460	23,300	.01
South Dakota.....	3	430	13,200	.05
Tennessee.....	60	18,700	462,000	.24
Texas.....	75	30,400	1,310,000	.24
Utah.....	12	14,900	1,170,000	2.37
Vermont.....	9	1,640	25,000	.10
Virginia.....	53	15,000	113,000	.05
Washington.....	58	33,900	911,000	.55
West Virginia.....	104	38,600	924,000	.91
Wisconsin.....	61	20,900	699,000	.27
Wyoming.....	8	3,460	57,500	.32

¹ Stoppages extending across State lines have been counted in each State affected; workers involved and man-days idle were allocated among the States.

² Not available.

NOTE: Because of rounding, sums of individual items may not equal totals.

ber of strikes, workers involved, and man-days idle, accounted for four major strikes—in Seattle and western Washington, southern Illinois, the Washington, D.C., area, and a statewide stoppage in Arizona. The mining industry strike activity increased considerably over 1958, caused largely by three stoppages—the major stoppage at bituminous mines in Kentucky, Tennessee, and West Virginia, and smaller ones at mines involved in the copper and basic steel industry stoppages.

Idleness by State

Idleness exceeded 1 million man-days in each of 15 States, many of which have a high degree of industrialization. Pennsylvania had the highest idleness—14.8 million man-days—exceeded only in 1946. Ohio ranked second with 9.6 million man-days, also the highest in that State since 1946. The stoppages in the copper industry were largely responsible for the record idleness of over 1 million man-days each in Arizona and Utah. (See table 6.)

The nationwide steel strike caused 85 percent of the idleness in Pennsylvania and 74 percent in Ohio. Indiana showed the highest idleness for that State on record (5.6 million man-days), resulting from five of the year's major stoppages—the steel strike, stoppages at two of the major rubber companies, the Allis Chalmers Co. strike, and the stoppage at Swift and Co. plants.

The greatest number of stoppages was recorded in New York (470), followed by Pennsylvania (454), and Ohio (391). Fewer than 10 stoppages were recorded for each of six States—Delaware, North Dakota, South Carolina, South Dakota, Vermont, and Wyoming.

—LORETO R. NOLAN

Division of Wages and Industrial Relations

Latin American Labor Unions

EDITOR'S NOTE.—*The following article was excerpted from chapters V and VI of United States Business and Labor in Latin America, a study by Adolf Sturmthal and David Felix of the University of Chicago Research Center in Economic Development and Cultural Change. The study was prepared at the request of the Subcommittee on American Republics Affairs of the Committee on Foreign Relations, U.S. Senate (86th Cong., 2d sess.). Excerpts from chapter IV, entitled "U.S. Firms as Employers in Latin America," were published in the May issue of the Review (pp. 479-485). Minor changes in wording in the following article were made and source references were omitted. For easier reading, suspension marks for unused portions of the text were not indicated.*

THE LATIN AMERICAN LABOR MOVEMENTS have developed under conditions entirely different from those of the United States. Their age, ideologies, methods, affinities, have been greatly at variance from those we are familiar with in the United States. It is important, in the working out of U.S. policies, to keep these differences constantly in mind in order not to be misled by the similarity of labor terminology into believing that the concepts themselves are similar.

Most Latin American labor organizations are relatively young. Though there had been ephemeral unions in several countries as early as the latter part of the 19th century, organizations with a continuous existence started in most countries only during or after World War I, and in several, after the last war. Only in the Argentine has there been a labor movement which can trace its history without substantial interruption back as far as 1894.

Many of the early organizations—after a stage of "friendly" mutual-aid societies was passed—were predominantly political, either in the sense that they were political parties of the workers, running candidates for public office, or that they were of primarily ideological character. Thus, the Argentinian Socialist Party or those of

Uruguay or Chile, founded respectively in 1894, 1910, and 1912, were regarded as part of the labor movement by public opinion in these countries as much as were the unions, which in many cases these political parties called into being. Unions that were not the creation of political parties or closely related to them were typically of anarchosyndicalist persuasion and thus hostile to business unionism as represented by U.S. unions.

One of the fundamental reasons for this state of affairs is the semifeudal environment in which the labor organizations developed. Confronted with openly antidemocratic and antilabor institutions, the Laborites devoted most of their attention to broad political and social problems in the conviction that only a fundamental change of the social order could create the conditions under which permanent improvements of the conditions of the workers and effective trade union action were possible. Many of the labor organizations developed, for all practical purposes, as branches of political movements and remained subordinated to them. Others were simply creations of governments in countries in which economic and social conditions did not encourage the formation of power centers independent from the government.

Most of the inspiration of the Latin American labor organizations until recently came from Europe rather than the United States. The cultural affinities of these countries were with Spain and France; their commercial and financial relations were mainly oriented toward Britain and Germany. French and Spanish anarchosyndicalism, German Marxism, Russian communism were the patterns which Latin American labor followed. Immigrants from Spain, Italy, or Germany with syndicalist or Marxian leanings played an influential part in the formation of the Latin American labor organizations. Insofar as U.S. labor influenced the developments, it was primarily the syndicalistic Industrial Workers of the World rather than the American Federation of Labor that set the tone.

Although later events have produced substantial changes in the patterns of Latin American labor, it has largely continued to follow lines differing from those of the United States. The anarchosyndicalist phase of the labor movement was followed by a stage in which Marxian theories

predominated. This change may have been related to the evolution of nonagricultural activity from artisanship to modern industry. With the rise of the Communist International [formed in 1919], the Marxian groups were divided into Socialists and Communists who engaged in a bitter competitive struggle. Some labor groups with less emphasis on ideological issues, whose appeal was based upon practical performance, came into being after World War I. At about that same time, a type of trade union developed which was primarily the creation of a government, derived its power from the blessings which the administration bestowed upon it, and in turn delivered working class support to the party or the men in power. Some Roman Catholic union groups have also emerged and taken on a certain significance in some areas.

Government influence upon the trade unions has been to a considerable extent the result of social, political, and economic factors existing in many countries of Latin America which made for a concentration of power in the hands of relatively small groups. In some degree, however, such dependency also resulted from the unfavorable market situation of the unions in many countries.

Unions and the Labor Market

It is true that several of the Latin American countries are open for immigration and are in need of skilled manpower. It is equally true that at the same time skilled labor is in short supply everywhere, at times some categories of skilled labor might find themselves in a difficult market situation. As long as the trade unions were limited in the main so such skilled groups, they had a relatively strong position on the labor market and consequently rejected government intervention in labor-management relations. This was characteristic of the period of anarchosyndicalist influence.

With the progress of modern industry and the growth of the unions to include semiskilled and unskilled workers, the status of the unions on the labor market underwent a significant change. For now the agricultural surplus population formed a reservoir of unskilled labor which exerted continual pressure upon the urban labor market. To this pressure must be added the rapid population increase. Even in periods of great indus-

UNION MEMBERSHIP IN RELATION TO LABOR FORCE

Country	Date of census	Salaried employees and wage workers	Nonagricultural salaried employees and wage workers	1955 union members
Argentina	1947	4,520,000	3,600,000	4,200,000
Bolivia	1950	322,000	250,000	250,000
Brazil	1950	8,667,000	5,116,000	2,336,000
Chile	1952	1,563,000	1,125,000	563,000
Colombia	1951	1,972,000	1,125,000	409,000
Costa Rica	1950	181,000	92,000	9,600
Cuba	1953	1,421,000	1,350,000	1,202,000
Dominican Republic	1950	200,000	(1)	68,000
Ecuador	1950	636,000	365,000	76,000
El Salvador	1950	363,000	159,000	13,000
Guatemala	1950	(1)	(1)	5,000
Haiti	1950	215,000	128,000	8,300
Honduras	1950	203,000	68,000	24,000
Mexico	1950	3,831,000	2,401,000	1,961,000
Nicaragua	1950	182,000	76,000	9,000
Panama	1950	100,000	87,000	1,580
Paraguay	1950	144,000	(1)	45,000
Peru	1940	1,031,000	525,000	121,900
Uruguay	(1)	(1)	(1)	182,000
Venezuela	1950	921,000	673,000	326,000

¹ Not available.

SOURCES: Labor force data, International Labor Office, Year Book of Labor Statistics, 1958, Geneva, 1959, pp. 23-33; membership, U.S. Department of Labor, Office of International Labor Affairs, Directory of Labor Organizations—Western Hemisphere, Washington, D.C., 1956, p. xi.

trial expansion, Mexican industry, for instance, has so far been incapable of absorbing the total increment in the labor force produced by the increase of the population.

The maintenance of the standards in wages and working conditions obtained by the unions in industry depends, under the circumstances, to a large extent upon the ability of the unions to keep excess labor supplies off their particular labor market. The closed shop, i.e., the hiring of workers for a given industry through the union, became a key device of unionism in some Latin American countries; in other countries, different methods were employed to insure union control of the access to the labor market. Such devices could rarely be established or long maintained without the support of governmental authorities. The close alliance between labor and government which has existed in so many Latin American countries corresponds to the weakness of the unions on the labor market. They obtain indispensable government favors in exchange for the political support which they deliver to the government.

Union Leadership and Degree of Organization

This situation tends to make the fate of unions in certain countries dependent upon the support they can obtain from the government. A change

in the political constellation, a shift in the governmental power alignment may threaten some unions with extinction and give life to new organizations. The power of the union leader in these countries may depend more upon his political connections than upon the confidence of his membership. The union leader has an authority over the membership which makes union democracy exceedingly difficult to achieve.

Even more important, where there is a closed shop, it is the union leader who decides who is to be hired and, by implication, who is to remain unemployed or at least in the status of a provisional employee without the extensive job protection which permanent employees enjoy. As a result, the union leader often appears endowed with extraordinary powers over his members, and the union becomes a part, if not a focus, of a general paternalistic system of industrial relations. Needless to say, where there is such great power, there are also the temptations to misuse it.

Wherever political conditions permit, Latin American labor shows a high degree of organization. As may be expected, union membership over the long run has tended to grow with the development of industrial activities. Traditionally, the movements in Argentina and Mexico have exerted intellectual leadership in the region.

The ratio of total union membership to the labor force is found in the accompanying table. All Latin American union membership data must be accepted with a good deal of caution. In some countries membership dues are collected with a measure of regularity; in others, infrequently. Union membership is voluntary in some cases; the result of political pressure or of contractual arrangements in others. Overstatement of membership figures is general. But in the absence of more reliable figures, those presented in the table may be accepted as at least indicating the order of magnitude. Membership in free Latin American unions would seem to run at somewhat less than half the population ratio of the United States, i.e., of the proportion of union membership to population. This, given the low level of industrialization in most of Latin America, must be regarded as a rather high ratio of organization.

Latin American unionism is relatively strongest in the extractive industries, in transportation,

power, communications, and in some instances, in white-collar groups such as the government employees. As manufacturing is not very advanced in most countries, and many manufacturing establishments are rather small, unionism is usually not too well developed in that branch of industry. Beginnings have been made in the unionization of agricultural workers.

Latin American labor has a high degree of class consciousness, just as have most classes in Latin America. The legacy of the semifeudal society is still ever present, even though economic development and particularly industrialization tend to undermine the foundations upon which this tradition is built. Social mobility, until very recently, has been highly limited in most countries. Even now, the probability of the son following in his father's footsteps is greater in these countries than in modern industrial societies. The low social status of manual labor kept the workers within their own group, even outside the plant, so that the social life of the industrial worker continuously impressed upon him the facts of a class society. Employers were sharply antiunion in their attitude; unionism, as a rule, arose as a part and parcel of a revolutionary movement aimed at reforming the semifeudal society in general. As already indicated, unionism, from its beginnings, was allied to broad social and political reform movements of a revolutionary character.

As a result, unionism itself has not only a revolutionary tradition, but it is even more accustomed to a revolutionary language. Pure business unionism of the U.S. type holds little appeal for workers raised in the circumstances and the traditions of Latin America, nor are the conditions such as to make it likely that business unionism would be particularly effective in a practical way.

Union Practices

The practice of Latin American unionism has also evolved in specific ways. Collective bargaining plays a far smaller role in the life of the unions than it does in this country, and collective agreements perform a less significant role in determining wages and working conditions. Far more emphasis is placed on labor legislation of a substantive nature. Collective agreements are usually rather short and simple, containing often only statements

about wage changes, the number of working hours, and a small number of fringe benefits. Grievance handling is highly informal and depends upon the personalities and relationships of union and management representatives far more than upon formalized procedures. Impartial umpires are unknown. Most probably, this institution would be regarded as evidence of objectionable class collaboration or of delusions about class conciliation. The lack of a formal grievance procedure and the highly personal nature of grievance handling make the fate of a particular grievance largely dependent upon the union leader's decision. This, too, tends to enhance the power of the union leader with regard to the membership.

Being highly personal and political in character, Latin American unionism tends to be unstable. Organizations come and go with changes of the political climate, and with the decisions of the leaders. Leaders disappear and reemerge. Splits and mergers are frequent, and the membership has little influence on such major events, even though they may affect the workers' livelihood. Yet class consciousness and the need for organizational support, as well as political pressures and sometimes the closed shop, are most often powerful enough to tie the workers to a union and thus to keep union membership at high levels.

Recent developments in Cuba are a good example of this instability and the complete domination of unionism by political elements.

Financially, most Latin American unions are exceedingly weak. Membership dues are of necessity low, in view of the low wage levels of the union members. Moreover, the organization for dues collection functions irregularly. Ordinary union income is, therefore, rarely sufficient to cover the barest minimum of union expenses. This makes the union often dependent upon irregular sources of revenue, including contributions from the government, which then expects union support in return. Quite often labor leaders try to obtain political offices in order to achieve financial security and independence which their union office cannot provide.

Many unions have little experience in sustained contract administration. As a result, they often show little sense of responsibility. Low living standards, irregular sources of union income, the humiliations that often accompany the lack of financial independence do not foster responsible

unionism, but rather demagogic competition for labor support, and force union leaders to appeal to passion rather than to reason. Nor are these conditions favorable for the development of well-trained professional union leaders. Legislation—as in El Salvador and some other countries—requiring that union leaders must work in the shop further delays the growth of such leadership.

It is unreasonable to expect that Latin American labor in the foreseeable future will follow the pattern of U.S. unionism. There are obviously some U.S. union practices which may be studied profitably by labor south of the Rio Grande, but at the best, considerable adaptation will be necessary to make these practices acceptable in Latin America. In any case, Latin American unions are likely to resent the idea that they are students and U.S. unionism the teacher. While cooperation, though difficult, is possible, a relationship of superiority and inferiority or an attempt to impose U.S. union practices or philosophy upon the Latin American labor organizations will inevitably call forth powerful and stubborn resistance on the part of most Latin American workers and enhance their traditional anti-U.S. feelings.

Union leadership, under these circumstances, is frequently provided by persons with political ambitions, sometimes intellectuals (though intellectuals as leaders are less frequent in Latin America than in many other underdeveloped areas). Union support is sometimes one of the most effective ways to obtain political power. This is the general pattern of unionism in underdeveloped areas, and there is little justification for the belief that free independent unions in Latin America will be nonpolitical in the foreseeable future. Moreover, the general political outlook of Latin American labor is likely to remain radical, in the sense of being critical of present-day social institutions. As long as per capita incomes remain low, in particular, the conditions for successful business unionism are highly unfavorable. So-called nonpolitical or conservative labor movements in Latin America are thus most probably the creations of governments or of employers, and are unlikely to receive mass support.

It cannot be a promising U.S. policy, under the circumstances, to attempt to foster nonpolitical or conservative labor movements. But it is

clearly in the interests of this country that Latin American labor movements be democratic in outlook and that the social changes which they are aiming at be compatible with the development of democratic institutions.

Many of the unions, being of fairly recent origin, have union leadership with little practical experience. Careers in unions are often made on the basis of political ability, rather than of those qualities which characterize a successful business agent in a U.S. union. Union organization, with its manifold divisions and political conflicts, is highly inefficient. Sometimes lack of experienced leadership coincides with considerable political influence. The results of such a combination may be disastrous from the point of view of the economic progress of the Nation, as well as that of the workers concerned. In an attempt, for instance, to protect the jobs of union members or to increase their job opportunities, the unions may insist upon highly uneconomical practices which may be ruinous and could act as a powerful deterrent to economic development. This, according to a report of the International Bank, seems to have been the case of Cuba under the Batista regime, and of other Latin American countries at one stage or another.

Latin American labor legislation offers many opportunities for harassing enterprises, and particularly U.S. owned enterprises. Sudden changes in the degree of enforcement or the interpretation of the laws may make the tasks of business management discouragingly difficult. Such policies, however, may contribute to the popularity of the government or the union leader concerned.

Attempts to suppress unionism have consistently led to the emergence of more radical movements with even less experienced, often Communist, leadership. There is no shortcut to the development of responsible labor-management relations. The unqualified acceptance of the principle of collective bargaining by business would seem to be the point of departure for such a development.

One of the factors in Latin American labor relations which foreign investors most often complain about is "featherbedding," or more generally, the preservation of low labor productivity, which is, in some instances, attributed in part to union policies. An equally important factor, however, is the low price of labor relative to scarce and expensive capital.

Enforcement of discipline is occasionally rendered difficult by unions, but the opposite also occurs frequently. Another complaint refers to high strike frequency. This complaint seems to have some justification. The economic consequences of the strikes, however, are perhaps less serious than the impatience of public opinion would indicate, such prolonged crises as the 1959 strike wave in Argentina or the strike wave of 1958 in Bolivia excepted.

U.S.-Latin American Labor Cooperation

Although AFL unions had occasional contacts with Latin American organizations as far back as the late eighties and early nineties of the last century, sustained collaboration developed only toward the end of World War I. At that time, the first Pan-American labor conference was held, which set up the Pan-American Federation of Labor. In spite of its high-sounding name, this was essentially an alliance of the AFL and the newly founded Mexican labor federation, CROM (Confederacion Regional Obrera Mexicana). The organization never succeeded in substantially enlarging its geographic scope. On the contrary, it met increasing internal difficulties as time went on, as well as external competition. From about 1928 on, the Pan-American Federation of Labor declined and soon afterward ceased to play a significant role in Latin American labor affairs.

The difficulties which the AFL then encountered in its attempts at cooperation with organized Latin American labor are partly still confronting the labor organizations today. One of the main issues was that of immigration to the United States. The AFL, after an attempt to maintain a policy of exempting Mexican labor from the restrictive immigration legislation of 1924, abandoned this policy in favor of one of outright immigration control. At the same time, the AFL refused to protest against several cases of U.S. intervention in the internal affairs of some Latin American countries. This proved to be even more important in disturbing the relations between the AFL and Latin American labor. Further friction arose over ideological issues. CROM supported the Mexican Government in its conflict with the Roman Catholic Church, and this support appeared to some AFL leaders to be clear evidence of Communist influence in the Mexican labor

movement. These two kinds of problem—the relationship between AFL policies and those of the U.S. Government on the one hand, the ideological direction of most of Latin American labor on the other—have remained hindrances for wholehearted and effective cooperation.

Present-day relationships between United States and many Latin American unions are based organizationally upon common membership in the International Confederation of Free Trade Unions (ICFTU). This organization was created in London in 1949 as a rival for the Communist-dominated World Federation of Trade Unions (WFTU). The ICFTU is a very large organization with worldwide scope, strongly committed to the struggle against communism in the labor movement. U.S. organizations played a leading role in calling the ICFTU into being and continue to exert great influence in the ICFTU. In order to stimulate local initiative and responsibility, and remove the stigma from the organization of being essentially an instrument of European and U.S. labor, regional organizations have been created with a substantial measure of autonomy. The regional body of the ICFTU in Latin America is the Inter-American Regional Organization of Workers (ORIT), whose offices now are in Mexico City.

ORIT consists of all organizations in the Western Hemisphere affiliated with the ICFTU. A suborganization for the Caribbean area, called CADORIT, has been set up as well.

In addition to ORIT, United States and Latin American unions cooperate in the International Trade Secretariats (ITS). These are international associations of unions in the same industry, trade, or occupation, such as the mineworkers, the transport workers, the postal workers, etc. Although fully independent of the ICFTU, the International Trade Secretariats cooperate with it. Several ITS have set up suboffices in Latin America, and others are engaged in doing so. They offer another and increasingly important opportunity for contacts between United States and Latin American labor.

Similarly, the International Labor Organization, whose headquarters are in Geneva, provides a framework for contacts between U.S. union representatives and those of Latin American unions. During the annual conference of the ILO, the union representatives in the various delegations form a special workers' group which holds meetings

during the life of the ILO Conference. However, the main instruments of cooperation on the union level are ORIT and the ITS.

Problems of Cooperation. Experience has shown that such cooperation is confronted with a number of problems, some of which are similar to those which put an end to the operations of the Pan-American Federation of Labor.

U.S. labor is different from its Latin American brethren, not only in language, basic philosophy, and union practices, but also—and perhaps most fundamentally—in the wealth of the unions and the living standards of their members. Union funds originating in membership dues are rarely sufficient in Latin America to cover minimum organization expenses. Irregular financial sources are indispensable. Of necessity, therefore, the contributions of U.S. unions to joint enterprises are vastly in excess of anything Latin American unions can afford, except in those cases in which Latin American governments are prepared to foot the bill for international union activities. This kind of inequality in financial means does not make for democratic equality in international cooperation. Moreover, inequality is not limited to financial means. It is no less conspicuous in general political power. U.S. unions are in a position to influence, in some degree, the policies of the leading democratic Nation of the world, whose importance for the life and the development of the Latin American nations is tremendous.

An additional problem for democratic cooperation is created by the huge differences between the living standards of the union members in the two areas considered. Real wages of U.S. workers are much higher than those of their best paid colleagues in Latin America, and the far greater development of fringe benefits and of social security in the latter area does not compensate for the gap in real wages. Unions in the United States operate in a country of highly developed industry and regard changing the distribution of the national income as their main problem. In Latin America, an area in the early stages of economic development, union activity is constantly caught in a dilemma between the shortrun and the longrun interests of the workers.

Changes in the distribution of the national income in favor of the workers tend to increase

consumption and thus to reduce the flow of scarce investment funds. The volume of investment, however, is the main factor determining future incomes. By achieving shortrun gains for its members, the union endangers not only the rate of economic growth, but thereby also the longrun interests of its members. It is dubious whether even highly educated workers of long industrial experience will accept that the longrun interests be given preference over their desire to obtain immediate advantages. But Latin American union members and their potential recruits are most frequently rural workers newly initiated into industrial activities, with on the average low educational levels. They expect the unions to produce material advantages for their members immediately, not in a distant future. Grievance handling or welfare activities are unlikely to be accepted as substitutes for effective measures to increase living standards immediately.

The unions do not operate without competition. "Reasonable," "responsible" unions, willing to bring sacrifices for the long-term interests of the nation, are likely to find demagogue, nationalist, or Communist competition arising against them, with the result that their self-sacrifice may prove to have been in vain.

Thus, neither the problems faced by the unions on both sides of the Rio Grande, nor their approach to them, are the same. Their cooperation is, moreover, decisively affected by the tensions which decades of anti-imperialist resentment and propaganda have created between the United States and Latin America, and which are reflected to some extent in the relations between the labor organizations in the two areas. Any suspicion that the U.S. unions are in any way subordinated to the U.S. State Department, or serve as its instrument, can be employed as a deadly weapon against U.S. labor.

To these difficulties must be added the ideological problems of social philosophy, which though far from negligible, are perhaps not the most important as far as the large mass of the workers is concerned. These ideological differences between United States and Latin American labor very often reflect differences in the situation and the tasks of the movements and are therefore not always simply problems that can be solved by propaganda.

Under the circumstances, the degree of actual cooperation is surprising, and indicates the extent to which experiences of the last two or three decades have reduced the intensity of traditional hostility, even though occasional setbacks still occur.

Objectives of Joint Action. One of the main objectives of union cooperation has been that of training union leaders. Considerable progress has been made recently in this respect. U.S. unionists cooperate in this with Latin American colleagues and, of course, substantial parts of the funds for such activities come out of the contributions of U.S. unions to the ICFTU. Yet, essentially these are international activities which come as close to representing cooperation among equals as can be expected, under the given circumstances.

Most of the cooperative activity has been limited to organizations and problems of urban industrial workers. The great majority of the Latin American working class, however, is rural. Even though the urban workers play a leading role in political affairs, it would seem highly desirable to extend cooperative union activities more and more to rural workers as well.

Visits and study trips by U.S. unionists in Latin America and, in far greater number, by Latin American unionists in the United States, have become rather frequent over the last few years. Unquestionably, these activities are desirable and have in many cases helped remove misunderstandings and cement friendships. In considering the continuation of this rather expensive and, at times, wasteful program, however, such questions as the following arise: Is this particular use of funds the most effective? Would not the establishment of schools and training centers, and the delegation of U.S. experts to Latin America for prolonged stays to teach and advise produce more lasting effects? The program should not be abandoned, but perhaps be modified. The emphasis should be shifted from extensive travel and sightseeing to more intensive and longer study and research. Sending U.S. experts to other countries to teach in the field of industrial relations and to render technical assistance—e.g., in labor statistics, in the enforcement of labor legislation, etc.—would seem a worthwhile endeavor.

Among the most fruitful methods of effective cooperation are joint actions designed to tackle specific industrial relations problems of concern to more than one labor movement. Perhaps the outstanding example is the activity of the joint United States-Mexico Trade Union Committee, formed in 1953, whose main problem has been that of the Mexican braceros, the migratory agricultural workers coming from Mexico to work in the United States. The Committee has been operating under the leadership of ORIT.

The latter has also sponsored the conclusion of solidarity and mutual aid pacts between U.S. unions and their Mexican counterparts. Such pacts have been concluded by the Sindicato de Trabajadores de la Industria del Cemento, Cal, Yeso y Sims de la Republica Mexicana, and the United Cement, Lime and Gypsum Workers International Union; and by the Federacion de Sindicatos de Trabajadores al Servicio del Estado, and the American Federation of State, County and Municipal Employees.

ORIT also called a joint meeting in June 1959 of trade union representatives from Texas and

the labor federations of the Mexican States of Chihuahua, Coahuila, Nueva Leon, and Tamaulipas. This meeting was called at the request of the Texas State AFL-CIO to work out a border pact establishing wages, hours, and working conditions for the construction of the Diablo dam on the Rio Grande near Del Rio, Tex. The pact as concluded at the meeting provided for the joint United States-Mexican Trade Union Commission to negotiate with the contractors on any international projects.

Another example of international collaboration on specific industrial relations problems might be found in the large-scale campaign against the "flags of convenience" involving Panamanian registration in the shipping industry. This led to at least partial success in Costa Rica. The Oil Workers' union and the International Metal Workers Federation have also been active in joint activities involving U.S. and Latin American unions. Exchange of information on collective bargaining issues, particularly where the same employer is involved, has become a very useful practice for the unions.

Significant Decisions in Labor Cases*

Labor Relations

Lawful Bargaining Demand. The U.S. Supreme Court held¹ that a union's demand to amend a collective bargaining agreement to prohibit a railroad from abolishing jobs without the consent of the union was a bargainable issue under the Railway Labor Act and, therefore, a dispute arising therefrom was a "controversy concerning the terms and conditions of employment." Hence, such a controversy was a "labor dispute" within the meaning of the Norris-LaGuardia Act, which deprives Federal courts of the jurisdiction to issue injunctions in such disputes.

The railroad in this case operated a rail system covering over 9,000 miles in Iowa, South Dakota, and seven other States. In an effort to improve its weak financial condition, the railroad's management petitioned the public utility commissions in four of the nine States for permission to establish a "Central Agency Plan" whereby it could abandon many of the stations established according to the needs of 100 years ago when it was necessary to have stops at 7- to 10-mile intervals. The railroad maintained that the need for many of the stations had disappeared with the growth of competitive modes of transportation, which had substantially reduced the amount of rail traffic. There were so few duties at some of these stations that the agents there worked as little as 30 minutes a day for a full day's pay.

The union, in its concern over the abolition of jobs at these stations, notified the railroad under section 6 of the Railway Labor Act² that it wanted to negotiate on this matter and amend the collective bargaining agreement to include the following rule: "No position in existence on December 3, 1957, will be abolished or discontinued except by agreement between the carrier and the [union]."

The railroad took the position that the union's request did not constitute either a labor dispute or a bargainable issue under the Railway Labor Act and that the union's only recourse was to present its case to the public utility commissions in the States. According to the railroad, the authority and power of these commissions to abolish certain stations was paramount and could not be replaced or thwarted by a private agreement between the railroad and the union. Although the railroad did not retreat from this position, it nevertheless agreed to confer with the union. After the failure of several conferences, including those conducted under the auspices of the National Mediation Board, the union voted in July 1958 to strike during the succeeding month, whereupon the railroad sought an injunction in a Federal district court to enjoin what it regarded as an illegal strike.

The district court dismissed the complaint on the grounds that the union's demand "relates to 'rates of pay, rules, and working conditions' and is therefore a bargainable issue under the Railway Labor Act" and a "labor dispute" within the meaning of the Norris-LaGuardia Act, depriving the court of jurisdiction in the case. The court of appeals reversed the district court on the grounds that the proposed strike was illegal inasmuch as its purpose was to force the railroad to accede to the union's demand which was unlawful under the Railway Labor Act and the Interstate Commerce Act.³ Since the strike was illegal, reasoned the court of appeals, the district court was not denied jurisdiction under the Norris-LaGuardia Act to enjoin it.

The U.S. Supreme Court stated that the Federal court was precluded from issuing an injunction in the circumstances of this case by the prohibition of section 4 of the Norris-LaGuardia Act, which states that "No court of the United States shall

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹Order of Railroad Telegraphers v. Chicago & North Western Ry. Co. (U.S. Sup. Ct., Apr. 15, 1960).

²45 U.S.C. sec. 156. This section requires carriers and representatives of employees to give 30 days' written notice of an intended change in agreements affecting "rates of pay, rules, or working conditions" and of the time and place for a conference to discuss such changes.

³49 U.S.C. sec. 1-27.

have jurisdiction to issue any restraining order or temporary or permanent injunction in any case involving or growing out of any labor dispute to prohibit any person or persons . . . from . . . (a) Ceasing or refusing to perform any work or to remain in any relation of employment; . . ."⁴

The Court pointed out that to hold the Norris-LaGuardia Act inapplicable in this case would be to ignore the literal meaning of the act's definition of a "labor dispute," which is defined as "any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, regardless of whether or not the disputants stand in the proximate relation of employer and employee."⁵ The Court pointed out that the controversy here certainly involved the "terms" of an existing contract, as well as "the conditions of employment" to which a clear reference was made in the union's requested changes. In addition, the Court noted that agreements concerning the length or permanency of employment were not only commonplace today, but also that both the Railway Labor Act and the Interstate Commerce Act "recognize that stable and fair terms and conditions of railroad employment are essential to a well-functioning national transportation system." The Court maintained that the trend of legislation affecting the railroad industry has been to broaden the scope of subjects which can be included in collective bargaining contracts and that what is "bargainable" is affected by the customs and practices of the railroads and the employees.

In answer to the argument that the strike was illegal under the Railway Labor Act and the Interstate Commerce Act, the Court said that, far from violating these acts, the union's endeavors to negotiate this issue was in keeping with the command of the Railway Labor Act to "exert every reasonable effort to settle all disputes 'concerning rates of pay, rules, and working conditions.'" In addition, the Court stated, there is nothing in the Interstate Commerce Act from which an inference can be drawn to make unlawful the union's request to negotiate the issue of stability and seniority of railroad jobs. Furthermore, the Court pointed out, nothing which the union did in this case either violated or defied any valid order of a State regulatory commission. In fact, the Court observed,

no order of any State commission had been issued at the time the union made its initial request to negotiate the problem in question.

The Court also rejected the railroad's further argument that the dispute was a "minor" one relating to the interpretation of its contract with the union and therefore should have been referred to the National Railroad Adjustment Board, as provided in the Railway Labor Act. "It is impossible," maintained the Court, "to classify as a 'minor dispute' this dispute relating to a major change, affecting jobs, in an existing collective bargaining agreement, rather than to mere infractions or interpretations of the provisions of that agreement."

The dissent by Mr. Justice Whittaker, which was joined by Mr. Justice Frankfurter and Mr. Justice Clark, held that the strike was unlawful under the Railway Labor Act and the Interstate Commerce Act and, therefore, enjoinable. In a strike of this nature, the dissent maintained, the prohibitions of the Norris-LaGuardia Act would be inapplicable.

The dissent stated that the declared policy of the Interstate Commerce Act was "to promote economical and efficient transportation services at reasonable charges." The dissent then repeated the Court's words in *Texas v. United States*:⁶ "It is a primary aim of that policy to secure the avoidance of waste" which is "viewed as a direct concern of the public." Since the maintenance of these jobs, the dissent reasoned, involves such waste, the congressional policy must be effectuated to abolish it. However, the dissent observed, the union has sought by means of a strike threat to preserve these jobs and thus perpetuate what Congress sought to eliminate. The union's demand, in the words of the dissent, "runs in the teeth of the recited provisions and policies of the Interstate Commerce Act."

The majority had argued, the dissent noted, that there was nothing in the Interstate Commerce Act "making it unlawful for unions to want to discuss . . . actions that may vitally affect . . . the security . . . and stability of railroad jobs." The quoted statement, the dissent conceded, was literally true, but "the further truth," according to the dissent, was the fact that the union refused

⁴ 47 Stat. 70, 29 U.S.C. sec. 104.

⁵ 29 U.S.C. sec. 113(c).

⁶ 292 U.S. 522, 530.

to discuss the railroad's counterproposals and continued to insist that the railroad agree to preserve all those jobs in existence on December 3, 1957, or suffer the consequences of a strike. Therefore, stated the dissent, what was involved in this case was not the union's right "to discuss" but rather a "unilateral right to prohibit the abolishment of any job without its consent."

As to the Court's argument that the union had not set itself up in defiance of any State mandatory order, the dissent responded by stating that the union had done exactly that by demanding with the threat of a strike the acceptance of a covenant in derogation of the law. The dissent pointed out that the abolishment order of the South Dakota Commission which was entered on May 9, 1958, would be successfully defied if the union's demand that the jobs not be abolished be regarded as lawful. Although the dissent conceded that the State order was permissive and not mandatory, it added that such an order is a binding administrative determination and may not be overridden or thwarted by private veto.

Turning to the issue of what is bargainable under the Railway Labor Act, the dissent stated that even if it could be shown that the union's demand to preserve jobs was an issue relating to "rates of pay" or "working conditions," it cannot be concluded that the Railway Labor Act commands the parties to make an effort to discuss a demand which was in derogation of another act of Congress, i.e., the Interstate Commerce Act. Since the Railway Labor Act could not conceivably command such an action, the dissent concluded that the union's demand to preserve the jobs could not be a bargainable issue under that act.

In its final major point, the dissent maintained that the Norris-LaGuardia Act does not deny the Federal courts the jurisdiction to enjoin an unlawful strike. Since the union's demand was in derogation of the specific provisions of an act of Congress, those specific provisions must "take precedence over the more general provisions of the Norris-LaGuardia Act."⁷

In a separate dissent, Mr. Justice Clark argued that Congress intended as early as the Interstate Commerce Act and as late as the Transportation

Act of 1958 that a railroad should go to a governmental agency—not a union with which it bargains—before abandoning or consolidating its local stations. Mr. Justice Clark expressed concern that the Court's opinion held just the opposite, by giving the unions a veto power over the action of the States and enforcing a concept which is foreign to the idea of a fair day's pay for a fair day's work.

Norris-LaGuardia Act. The U.S. Supreme Court held⁸ that where an American union picketed a vessel in American waters, alleging that the crew of the vessel was employed under substandard conditions, a "labor dispute within the meaning of the Norris-LaGuardia Act existed, it being immaterial that the vessel was foreign owned and foreign chartered, and that the crew did not belong to the union, had no dispute with their employers, and were employed under contracts made outside the United States. The Court accordingly held that the Federal district court was without jurisdiction under the Norris-LaGuardia Act to enjoin the picketing.

The SS *Nikolos* was owned by a Liberian corporation, chartered by another Liberian corporation, and manned by a crew employed under labor contracts made outside the United States. After picking up a cargo of salt in Mexico, the *Nikolos* entered the port of delivery at Tacoma, Wash., and was met there by a picket boat of the Marine Cooks and Stewards, which circled around the *Nikolos* carrying signs reading: "AFL-CIO seamen protest loss of their livelihood to foreign flag ships with substandard wages or substandard conditions." Together with threats to picket the cargo's consignee, the picket boat's activities prevented the *Nikolos* from berthing and unloading its cargo. There was no dispute between the members of the crew and the ship's owner, nor did the crew members hold membership in the American union.

The owners of the *Nikolos* obtained a temporary injunction in a Federal district court, and on appeal by the union, the court of appeals upheld the jurisdiction of the lower court to issue the injunction.

The Supreme Court held that the language of the Norris-LaGuardia Act is broad and was designed to take the Federal courts "out of the labor injunction business except in very limited circum-

⁷ *Brotherhood of Railway Trainmen v. Chicago River and Indiana R.R. Co.*, 353 U.S. 30.

⁸ *Marine Cooks and Stewards v. Panama Steamship Co., Ltd.* (U.S. Sup. Ct., Apr. 18, 1960).

stances . . . under the . . . act." Under its provisions, the Court pointed out, the Federal courts are denied jurisdiction to issue an injunction in cases involving "labor disputes" and the act broadly defines a "labor dispute" as "any controversy concerning terms and conditions of employment." The Court reasoned that since the union's contention in this case was that the vessel employed a crew under substandard conditions, there was a "controversy concerning terms and conditions of employment" and therefore a "labor dispute" under the Norris-LaGuardia Act, depriving the Federal court of jurisdiction to issue an injunction.

The Court also pointed out a previous holding⁹ that once a foreign ship voluntarily enters American waters, it subjects itself to our laws. Therefore, the Court stated, since the Norris-LaGuardia Act restricts the jurisdiction of the Federal courts, that jurisdiction may not be enlarged, as the district court would have done by holding that even though there was a labor dispute, the picketing was nevertheless enjoinable because it was an "unlawful interference with foreign commerce." Moreover, the Court pointed out that in adopting this position of the district court, the court of appeals failed to cite any authority or statute indicating that such picketing was "unlawful."

The court of appeals had also reasoned that since the Supreme Court had held in the *Benz* case that the Taft-Hartley Act did not govern the internal labor relations of a foreign ship, the provisions of the Norris-LaGuardia Act also were inapplicable in such a situation. The Supreme Court disposed of this argument by stating that the *Benz* case stood for the proposition that Congress did not intend that the LMRA should extend to labor relations on a foreign ship and, accordingly, that a remedy for damages in that case was available in the State court. That case, the Supreme Court maintained, did not in any way contain an inference that, because a remedy for damages rested with the State courts, the Federal court had jurisdiction to issue an injunction in a like situation. Thereupon, the Court again pointed out that the jurisdiction of the Federal courts is controlled by the Norris-LaGuardia Act.

In a dissenting opinion, Mr. Justice Whitaker stated that the controversy in this case did not involve a lawful labor dispute within the meaning of the Norris-LaGuardia Act. Attention was then

directed to the dissent in the *Order of Railroad Telegraphers v. Chicago & North Western Ry. Co.*¹⁰

Jurisdictional Dispute. The National Labor Relations Board ruled¹¹ that there was no jurisdictional dispute within the meaning of the Labor Management Relations Act where two unions picketed an employer for reinstatement of discharged employees and new contracts and where no conflict existed over the assignment of certain duties, since they were sought by one of the unions only.

This case involved contracts between the Franklin Broadcasting Co. and its announcers, who were members of the American Federation of Television and Radio Artists, and its technicians, who were members of Local 292 of the International Brotherhood of Electrical Workers. The IBEW contract provided that only technicians could perform maintenance and repair work, as well as the "cutting and/or playing of records or transcriptions, disks . . . etc." Just before the expiration date of this contract, the employer told the technicians that for economic reasons their jobs were being terminated and the duties of playing the records and transcriptions were being transferred to the announcers. The announcers had never performed these duties and had no desire to do so.

Local 292 was unsuccessful in its efforts both to obtain a new contract and to obtain reinstatement of its members, except for one technician. Consequently, Local 292 members began to picket the station with signs bearing the word "Lockout" and about 3 days later were joined by the announcers, whose contract had expired the previous month. Later, the announcers were all replaced and withdrew their pickets, but Local 292 continued its picketing.

The station contended that Local 292 violated section 8(b)(4)(D)¹² of the Labor Management

⁹ *Benz v. Compania Naviera Hidalgo*, 333 U.S. 138, 142, and Monthly Labor Review, June 1957, pp. 718-719.

¹⁰ U.S. Sup. Ct., Apr. 18, 1960; for discussion, see p. 623 of this issue.

¹¹ *Local 292, International Brotherhood of Electrical Workers and Franklin Broadcasting Co.*, 126 NLRB No. 150 (Mar. 22, 1960).

¹² Section 8(b)(4)(D) of the LMRA makes it an unfair labor practice for a labor organization or its agents "(4)(I) to engage in, or induce or encourage any individual employed by any person engaged in commerce or in any industry affecting commerce to engage in, a strike . . . where . . . an object thereof is . . . forcing or requiring any employer to assign particular work to employees in a particular trade, craft, or class rather than to employees in another labor organization . . ."

Relations Act and the Board held that this contention was without merit.

In quashing the notice for hearing, the Board held that the purpose of Local 292's picketing was to obtain reemployment of its discharged members under a new contract which would assign certain duties to them. The duties involved, the Board indicated, were not demanded or solicited by any other union and, therefore, no struggle existed between two unions for the performance of the same duties. This being so, the Board concluded that there could be no violation of section 8(b)(4)(D). Finally, since this was not a jurisdictional dispute, the Board reasoned, the situation did not come within the purview of section 10(K) of the LMRA which empowers and directs the Board to hear and determine jurisdictional disputes under section 8(b)(4)(D).

Wages and Hours

Coverage of the Fair Labor Standards Act. The U.S. Supreme Court held¹³ that the activities of employees engaged in construction of a new dam to expand an already existing reservoir were too remote from the production of goods for interstate commerce to be covered by the Fair Labor Standards Act, although the additional water would be used by local industries which produce goods for interstate commerce.

A contractor in Texas was engaged by the Lower Neuces River Water Supply District to construct a dam 1,400 feet downstream from an already existing dam. The purpose of such construction was to provide additional water to Corpus Christi through an expansion of the reservoir. Between 40 and 50 percent of the water consumption from the system was accounted for by industrial users, most of whom produced goods for interstate commerce. In addition, some of the water supplied by the district was consumed by facilities and instrumentalities of interstate commerce.

The Secretary of Labor sought an injunction in a Federal district court against the contractor for violation of section 7 of the FLSA which prohibits overtime work unless compensated for at a rate not less than 1½ times the employee's regular rate.

The district court granted the injunction and the Court of Appeals for the First Circuit reversed. The U.S. Supreme Court granted certiorari to resolve an asserted conflict between circuits.¹⁴

The decision of the U.S. Supreme Court did not rest upon the "new construction" rule relied on by the Fifth Circuit in the instant case. The Supreme Court had previously held that employees engaged in the "new construction" of improvements to interstate instrumentalities were engaged "in commerce" within the meaning of the FLSA.¹⁵ The Fifth Circuit had held that decision inapplicable to cases involving the construction of new production facilities. The Supreme Court held that its earlier decision "cannot be so confined" and that, in each case, "whether construction work is covered depends upon all the circumstances of the relation of the particular activity to 'commerce' in the statutory sense and setting . . ."

Employment in the production of goods for commerce, the Court noted, is a step removed from employment "in commerce" itself, which is the "focus" of the act's coverage. Furthest removed from "commerce" is employment in an activity which is only related to such production. The act's pre-1949 coverage of activities "necessary" to production had been limited by the decision in *Kirschbaum Co. v. Walling*,¹⁶ to activities which had "such a close and immediate tie with the process of production for commerce" that they were "an essential part of it." A 1949 amendment which restricted coverage to activities "closely related" and "directly essential to production," the Court found, "substantially adopts the gloss of *Kirschbaum*," although Congress did not intend to approve every previous specific application of the formula.

In the instant case, the Court held, maintenance and repair of the dam and its initial construction "are undoubtedly equally 'directly essential' to the producers of goods who depend upon the water supply. However, the dam itself is neither a facility of 'commerce' nor a facility of 'production.'" Its operation "will merely support production facilities; and construction of the dam is yet another step more remote." Furthermore, neither the construction nor the operation of the dam was specifically designed for the use of the producers who will benefit from the increased water supply. Its decision, the Court empha-

¹³ *Mitchell v. H. B. Zachry Co.* (U.S. Sup. Ct., Apr. 4, 1960).

¹⁴ *Chambers Construction Co. v. Mitchell*, 233 F. 2d 717, and *Mitchell v. Chambers Construction Co.*, 214 F. 2d 515.

¹⁵ *Mitchell v. Volmer & Co.*, 349 U.S. 427.

¹⁶ 316 U.S. 517.

sized, rested upon "the combination of the remoteness of this construction from production, and the absence of a dedication of the completed facilities either exclusively or primarily to production"

With respect to the argument that the water impounded by the dam was produced "for commerce" because of its use by interstate instrumentalities and that the dam construction was sufficiently related to such production to come within the act, the Court noted that the record did not show any purposeful and substantial dedication of the dam's water production for such purposes and that "it appears that the water supplied to the facilities and instrumentalities of commerce is but an insignificant portion of the total."

After expressing regrets that the Court's opinion abandoned the liberal construction which had been given the act in a long line of cases beginning with *Kirschbaum Co. v. Walling* to *Alstate Construction Co. v. Durkin*,¹⁷ the dissent asserted that the question of remoteness should be no more liberally resolved when construction

work "in commerce" is involved than when such work is related to the "production" of goods for commerce. The dissent cited *Walling v. McCrady Construction Co.*,¹⁸ wherein coverage was extended to include the activities of workers building roads and bridges to be used to transport goods in process of production for interstate commerce. Like the dam, these roads were not owned by the producers but would, when improved or completed, serve as facilities for such producers. In *Alstate Construction Co. v. Durkin*, the dissent pointed out, the employees produced a road-surface mixture which was sold intrastate but used to improve road facilities for those producing goods for interstate commerce; this employment was held to be within the act's coverage. The dissent thereupon concluded: "The work in improving the present facility used by producers of goods for commerce is at least as close to the process of production as the labor of the men in the *Alstate* case."

¹⁷ 345 U.S. 13.

¹⁸ 156 F. 2d 932 (C.A. 3).

Chronology of Recent Labor Events

April 1, 1960

AN AGREEMENT between the Brotherhood of Painters, Decorators and Paperhanglers and the Painting and Decorating Contractors Association in Chicago went into effect. The 2-year contract, affecting 14,000 workers, provided for wage increases of 15 cents an hour immediately and 7.5 cents a year later, and a raise of 5 cents per man-hour, beginning April 1, 1961, in employer contributions to a pension fund.

April 3

MEMBERS of the Machinists ratified a 2-year contract with the Republic Aviation Corp. for about 8,400 of the company's production and maintenance employees at its Farmingdale, Long Island, plant. The terms included wage increases of 7 to 11 cents an hour the first year and 5 to 8 cents the second year, cost-of-living adjustments (not to exceed 6 cents an hour over the life of the contract), a monthly pension of \$2.25 (raised from \$1.75) per year of future service, and improved medical-care provisions.

April 4

THE U.S. Supreme Court ruled that the Fair Labor Standards Act did not apply to workers engaged in the construction of a dam to increase a city's water supply, even though industries producing goods for interstate commerce would use the water in their operations. "The combination of the remoteness of this construction from production," the Court held, "and the absence of a dedication of the completed facilities either exclusively or primarily to production, persuade us that the activity is not 'closely related' or 'directly essential' to production for 'commerce'." (See also p. 627 of this issue.) The case was *Mitchell v. H. B. Zachry Co.*

THE U.S. Supreme Court ruled that the United Rubber Workers' postelection picketing and boycott of products of the O'Sullivan Rubber Corp. in 1956 were, at the time, not prohibited by the Taft-Hartley Act, as the National Labor Relations Board had held (see Chron. item for Oct. 21, 1958, MLR, Dec. 1958).

April 6

THE New York Cleaners and Dyers Joint Board of the Amalgamated Clothing Workers reached a 3-year agreement with the Empire State Cleaners, Dyers and Launderers, affecting about 5,500 cleaning and dyeing workers in the New York City area. The terms included weekly

wage raises of \$7.50 in three steps for wholesale drivers \$5 in two steps for inside workers, and a 10-cent-an-hour increase in two steps for hourly rated employees. (See also p. 633 of this issue.)

April 8

A MONTHLONG STRIKE of movie actors against seven major movie producers in Hollywood and other cities was settled by a 3-year agreement of the Screen Actors Guild and the Association of Motion Picture Producers, featuring a 6-percent share of gross receipts (after deduction for distribution expenses) to actors for the sale to television of movies started after January 31, 1960. (See also p. 632 of this issue.)

A "UNITY DECLARATION"—aimed at eventual "complete organic unity and full merger" of all unions in the printing, paper, and allied fields—was signed in Washington, D.C., by vice presidents of the International Printing Pressmen and the United Papermakers and Paperworkers.

On April 19, representatives of the International Typographical Union and the American Newspaper Guild, meeting in Indianapolis, Ind., signed a similar agreement which expressed the hope that "all separate efforts toward unity soon will be consolidated into discussions involving every union in the graphic arts field."

April 10

MEMBERS of the Utility Workers Union ratified a 2-year agreement with the Consumers Power Co. in Michigan, ending a strike in progress since March 1 and providing wage raises and of 10 and 11 cents an hour this year and 10 cents in 1961, plus improved pensions. About 5,100 workers were affected.

April 11

THE NLRB overruled its decision in the *W. T. Carter* case by holding that an employer did not commit an unfair labor practice in obtaining a State court injunction against peaceful picketing which protested the employer's unfair labor practices. The Board decided that it should "accommodate its enforcement of the act to the right of all persons to litigate their claims in court, rather than condemn the exercise of such right as an unfair labor practice." The case was *Clyde Taylor and Frank M. Houston*.

THE U.S. Senate adopted a resolution transferring the records and powers of the now defunct Select Committee on Improper Activities in the Labor or Management Field to the Committee on Government Operations, also headed by Senator John L. McClellan, with an appropriation of \$75,000, until January 31, 1961.

THE Federal District Court for the District of Columbia convicted Carpenter President Maurice A. Hutcheson of contempt of Congress for refusing to answer certain questions put to him by the Senate Select Committee on Improper Activities in the Labor or Management Field in

1958. (See Chron. item for Oct. 20, 1959, MLR, Dec. 1959.) The committee's questions concerned Hutcheson's alleged illegal involvement in a real estate sale in Indiana, for which he is still under indictment.

April 15

THE HON CARRIERS agreed upon a 2-year contract with four contractors' associations in the Los Angeles area, affecting about 25,000 workers and providing for wage-rate increases of 20 cents an hour June 15, and of 18 cents on May 1, 1961. (See also p. 633 of this issue.)

April 18

THE U.S. Supreme Court ruled that a union's proposal for contract modification to prevent a railroad from abolishing jobs without the union's consent was a bargainable issue under the Railway Labor Act, and that a Federal district court had properly decided the Norris-La Guardia Act prevented it from enjoining a proposed strike in support of the demand. Rather than an attempt to usurp managerial prerogatives, the union's action was "precisely in accordance with [the Railway Labor Act's] purpose to obtain stability and permanence in employment for workers," the Court said. (See also p. 623 of this issue.) The case was *Order of Railroad Telegraphers v. Chicago & North Western Ry. Co.*

THE U.S. Court of Appeals for the District of Columbia upheld an NLRB decision that a union violated the Taft-Hartley Act's secondary-boycott provisions when, during an otherwise lawful strike, it picketed a gate assigned for the exclusive use of neutral contractors' employees, inasmuch as the union's purpose, as found by the Board, was to encourage the contractors' employees to stop work and thus to force their employers to cease doing business with the struck company. The case was *Local 761, International Union of Electrical, Radio and Machine Workers v. NLRB*.

April 19

THE Governor of New York signed a bill establishing a statewide \$1-an-hour minimum wage rate for employees of both profit and—for the first time—nonprofit enterprises and institutions. The law, effective October 1, 1960, retains the existing wage boards, which have set minimum rates for certain industries and which now will study and recommend revisions of rates on an industry-by-industry basis. Exempt from coverage are taxicab drivers, domestic and farm workers, outside salesmen, handicapped persons, members of religious orders employed in nonprofit institutions, as well as students working part time, learners, and apprentices.

On April 25, the Governor signed additional labor bills, including those which increased (from \$45 to \$50) the maximum weekly benefits under the State's unemployment insurance law, effective June 27, and the workmen's compensation and sickness disability programs, effective July 1.

April 22

ACTING UNDER THE RAILWAY LABOR ACT, President Eisenhower created an emergency board to investigate and report on the wage dispute between the Nation's railroads and 11 unions representing 650,000 nonoperating railway employees. (See also p. 633 of this issue.)

April 23

A Federal district court in New York City refused to ban picketing of the United Arab Republic ship *Cleopatra* in New York harbor by the Seafarers' International Union and the International Longshoremen's Association in protest against UAR "blacklisting of United States ships that have called at Israeli ports," which, the union claimed, resulted in the loss of jobs to the American seamen. The decision was later upheld by a Federal appellate court.

April 27

THE Canadian Labor Congress convention in Montreal authorized the organization's executive council to continue its efforts toward the formation of a new political party, undertaken in line with a resolution of the preceding convention. (The 1958 convention called for a "political force, based on the needs of workers, farmers, and similar groups, financed and controlled by the people and their organizations," and instructed the council to initiate discussions of the matter with other interested groups, including the Cooperative Commonwealth Federation.) The executive council was specifically authorized to assist in preparing for a founding convention.

April 29

JOHN DIOGUARDI (Johnny Dio), a labor racketeer recently convicted for failure to pay \$11,000 in Federal tax for the period 1950-52, was sentenced by a Federal court in New York City to 4 years in prison and fined \$5,000. (See also Chron. item for June 23, 1959, MLR, Aug. 1959.) The court also sentenced Dio's ex-bodyguard, Theodore Ray, to 15 months in jail and a \$500 fine for a similar offense.

April 30

THE Communications Workers of America and the Northwestern Bell Telephone Co. agreed on a 3-year contract, effective May 1, calling for a package increase valued by the union at more than 10 cents an hour, including an average basic wage increase of 7.3 cents an hour for 18,000 employees in Nebraska, Iowa, Minnesota, and North and South Dakota. (See also p. 632 of this issue.)

MEMBERS of the International Union of Electrical Workers ratified a 1-year contract with the Philco Corp. in Philadelphia, providing for a 6-cent hourly wage increase (plus additional raises for skilled workers) and other contract improvements for about 5,000 workers at three local plants.

Developments in Industrial Relations*

Wages and Collective Bargaining

Aircraft. Pay raises ranging from 7 to 11 cents an hour, averaging about 8½ cents, for about 8,400 employees of Republic Aviation Corp. in Farmingdale, Long Island, were provided in a 2-year contract ratified by members of the International Association of Machinists on April 3, 1960. The contract scheduled additional 5- to 8-cent raises for 1961. Other contract changes incorporated the 6-cent-an-hour cost-of-living allowance in the wage structure, limited possible future escalator increases to 6 cents over the life of the contract, and liberalized pension and welfare benefits.

Both union and company spokesmen emphasized that they did not consider the agreement to have any direct relation to the bargaining currently being conducted by the Machinists, Automobile Workers, and other unions with major West Coast and southwestern aircraft producers.

Pay raises of 7 to 12 cents an hour were put into effect for about 5,000 organized hourly-rated employees at the Bridgeport and Stratford, Conn., plants of the Sikorsky Aircraft Division of United Aircraft Corp., according to a company announcement on April 13, 1960. The company said the raises were identical to those rejected in February by members of the United Automobile Workers at these plants. The previous contract expired on February 15, and negotiations for a new agreement have continued.

Douglas Aircraft Co., Inc., which had previously announced plans for a 10-percent reduction in pay for 13,500 unorganized salaried employees and executives, modified the cut so as to affect only about 40 percent of these workers. Salaries of employees receiving less than \$12,000 a year—about 60 percent of the total—were to remain unchanged. Those earning \$12,000 to \$19,999 were to take a 5-percent salary cut, and a 10-percent reduction

was scheduled for those earning \$20,000 but less than \$50,000. Higher salaries were to be cut 15 to 25 percent.

The company had reported a net loss of nearly \$34 million for the year ending November 30, 1959; it reportedly had been beset by financial problems resulting from the increasing defense emphasis on missiles and disappointing sales of commercial jet airliners. According to a company spokesman, Douglas employed about 63,000 persons early in 1960, about 9 percent less than at the beginning of 1959.

Other Manufacturing. Pay increases for northern textile workers continued to spread, following agreements reached earlier by the Textile Workers Union of America with Berkshire-Hathaway, Inc., and Wyandotte Worsted Co.¹ The latest agreements affected about 6,400 workers of Bates Manufacturing Co. and Pepperell Manufacturing Co., at plants in Lewiston, Augusta, and Biddeford, Maine. Both contracts called for an across-the-board increase of 5 percent. According to a TWUA spokesman, raises at the Pepperell Manufacturing Co. ranged from 6½ to 12 cents an hour.

The TWUA also negotiated an across-the-board 8-cent-an-hour pay increase in April for 2,500 employees of the Cumberland, Md., plant of the Celanese Corp. of America. The increase, bargained under a wage opener provision of a 2-year contract signed in 1959, was retroactive to April 3, 1960.

A contract providing an average 25-cent-an-hour package increase over its 2-year period was agreed upon in mid-April by the United States Borax and Chemical Corp. and the International Chemical Workers Union. According to the company, the agreement included a 4-percent base pay raise in each of the 2 years, which will raise the average base wage rate to \$2.965 an hour by May 1, 1961. The health and welfare plan was also liberalized. About 850 workers in Boron, Calif., were affected.

Wage increases and improved fringe benefits for 3,500 employees of CBS Hytron (a division of Columbia Broadcasting System, Inc.) in five plants in Massachusetts were provided in a 2-year contract ratified by members of the International

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹ See Monthly Labor Review, May 1960, p. 516.

Union of Electrical, Radio and Machine Workers on April 21, 1960. Retroactive to March 5, 1960, wages were increased 5 percent, with a minimum raise of 8 cents an hour. A wage reopeners is scheduled for 1961. In addition, the current 7-cent-an-hour cost-of-living allowance was incorporated into base rates, and the escalator clause was continued. Other contract changes increased vacation pay to 8 percent of annual gross earnings for 25-year service employees (previous maximum was 6 percent after 15 years), and provided for company payment of the cost of dependent coverage under Blue Cross-Blue Shield insurance.

In late April, members of the Granite Cutters' International Association and the United Stone and Allied Products Workers, employed by member companies of the Barre (Vt.) District Granite Manufacturers, ratified 2-year contracts incorporating a 14-cent-an-hour cost-of-living allowance into base rates and improving fringe benefits estimated at 8 cents an hour, but not directly increasing wages. The contracts, affecting about 2,400 workers, continued the semiannual cost-of-living escalator clause. The settlement added two paid holidays (bringing the total to eight); liberalized eligibility for vacations; provided early retirement benefits at age 50; improved company-paid hospitalization coverage; and increased sickness and accident benefits.

Public Utilities. One of the first contracts in this year's telephone industry negotiations was reached on April 30, 1960, by the Northwestern Bell Telephone Co. and the Communications Workers of America. The 3-year contract—expected to set the wage pattern for other Bell Telephone system agreements—affected about 18,000 employees in Nebraska, Iowa, Minnesota, and North and South Dakota, and included general wage increases ranging from \$1.50 to \$4.50 a week. According to the union, the raises averaged 7.3 cents an hour. Wage reopeners are permitted in the second and third years. Fringe benefit changes included 4 weeks' vacation after 25 instead of 30 years' service (effective in 1961), and an increase in the minimum pension to \$120 a month for employees with 30 years' service and to \$125 for those with 40 years' service (previous minimum was \$115 a month). It was the second consecutive year in which these benefits were improved. Changes in health and welfare benefits

included higher life insurance and the addition of a major medical policy, paying up to \$15,000 for regular employees under age 65 and their dependents, and up to \$2,500 for retirees and their dependents.

A guarantee against layoffs for employees with 10 or more years' service at the Cleveland Electric Illuminating Co. was included in a 2-year contract agreed to in late March by the Utility Workers Union (AFL-CIO). These 10-year service employees are also protected from wage-rate decreases if they are transferred to lower paying jobs as a result of automation, contracting work to outside firms, or reorganization. The contract, covering about 2,400 employees, also raised pay scales by 10 to 14.5 cents an hour, improved pension benefits, and scheduled a wage reopeners for the second contract year.

In Michigan, members of the Utility Workers Union ended a strike against the Consumers Power Co., in effect since March 1, on April 10 when they ratified a 2-year contract. The agreement, covering about 5,100 workers, provided 10- and 11-cent-an-hour pay raises this year, a flat 10-cent increase in 1961, and improved pensions.

A 4-percent pay raise, reportedly averaging about 10 cents an hour and effective on April 1, 1960, was included in a 1-year contract for 3,000 employees of the Cincinnati Gas and Electric Co. Workers at the company are represented by the International Brotherhood of Electrical Workers and the Independent Utilities Workers.

Services. An agreement ending a monthlong strike of the Screen Actors Guild against major motion picture studios was reached on April 8, 1960. At issue in the strike was the actors' demand for a share in the proceeds of post-1948 films sold to television. The studios agreed to pay actors 6 percent of gross receipts (after deducting 40 percent for distribution expenses) from the sale of movies started after January 31, 1960, and to pay \$2½ million as "past service credits" in equal installments over the next 10 years for establishment of a pension fund and \$375,000 to establish a health and welfare fund. To maintain the pension and welfare plans, the studios will pay for work done after January 31, 1960, an amount equal to 5 percent of the actors' salaries, up to a maximum of \$100,000 per actor per picture. Pay raises were reportedly not a

major issue in the strike, but minimum scales were increased \$10 a day (to \$100) for day players and stuntmen, and \$50 a week (to \$350) for freelance actors. A reopener on minimum scales in the final year of the 3-year contract is provided in the event pay television becomes "a reality" and has a material impact on the receipts of theater box offices.

Forthcoming contract negotiations between Actors' Equity Association and the League of New York Theatres were the subject of a special union membership meeting in mid-April. The current 3-year agreement was due to expire May 31, 1960. According to the union president, Ralph Bellamy, "pensions are our first and uncompromising demand"; other changes sought by the union were liberalized welfare benefits, an increase in minimum scales, and improved working conditions.

Wage increases for about 5,500 employees of cleaning and dyeing establishments in the New York City metropolitan area were included in a 3-year contract agreed upon on April 6 by the Amalgamated Clothing Workers with the Empire State Cleaners, Dyers and Launderers. In the first year, wages were to increase \$3.50 a week for wholesale drivers, \$3 a week for plant workers paid by the week, and 6 cents an hour for hourly rated employees. In the second year, wholesale drivers will receive a raise of \$2 a week; in lieu of a wage increase, the other workers will benefit by a new sick leave provision. In the final contract year, weekly raises will amount to \$2 for drivers and weekly paid employees and 4 cents an hour for other workers.

On April 21, New York University Hospital announced wage increases and a modified grievance procedure for its 700 nonprofessional employees. The hospital informed Local 1199 of the Drug and Hospital Employees Union (affiliated with the Retail, Wholesale and Department Store Union) of the changes in a letter, following negotiations between the union and hospital officials. No formal contract was signed, but the informal agreement called for a \$10-a-month raise, retroactive to January 1, 1960, for all employees earning \$350 a month or less, and a \$5-a-week raise, to \$45, in the minimum starting rate. The grievance machinery was modified to permit union representation for an employee at grievance sessions.

³ See Deferred Wage Increases and Escalator Clauses (in *Monthly Labor Review*, December 1960, p. 1324).

Construction. One of the season's first major collective bargaining contracts in the construction industry was negotiated in early April for 14,000 members of the Brotherhood of Painters, Decorators and Paperhangers employed by members of the Painting and Decorating Contractors Association of Chicago. The 2-year contract, which went into effect on April 1, 1960, provided a 27.5-cent-an-hour package increase—15- and 7.5-cent wage raises effective April 1 of 1960 and 1961, respectively, and a 5-cent increase in the employer contributions to the pension fund. By the end of the contract period, the hourly scale for journeymen painters will be \$3.825.

A 38-cent-an-hour pay raise was provided by a 2-year contract agreed upon in mid-April for 25,000 members of the Hod Carriers', Building and Common Laborers' Union employed in the Los Angeles area. Effective June 15, 1960, pay rates were to advance 20 cents an hour, bringing the laborers' scale to \$3.08; an additional 18-cent increase is scheduled for May 1, 1961. The agreement was subject to ratification by member companies of the Associated General Contractors, the Home Builders Association, the Engineering and Grading Contractors, and the Building Contractors Association.

As a result of negotiations concluded in earlier years, rates of pay for about 458,000 construction workers are already set for 1960.² Slightly more than 8 out of 10 of these workers will receive deferred pay adjustments during the first 6 months of the year. The single most common increase, affecting about 66,000 workers, will amount to 22 cents an hour. Only about 15 percent will receive increases of less than 11 cents.

Other Negotiations. Presidential appointment of a three-man emergency board to report on the contract dispute between the Nation's railroads and 11 nonoperating rail unions was announced on April 22, 1960, forestalling for at least 60 days a possible strike of some 650,000 workers. Hearings on the dispute began on April 26. The board's members were John T. Dunlop, Benjamin Aaron, and Arthur M. Simpliner.

Meanwhile, a 1-cent-an-hour cost-of-living increase for railroad workers went into effect on May 1, 1960, under the semiannual review provisions of the existing contracts. The increase, affecting a total of about 800,000 operating and

nonoperating workers, resulted from a March Consumer Price Index of 125.7 (1947-49=100), and brought the total escalator allowances of railroad workers to 17 cents an hour. The November 1959 cost-of-living adjustment was 3 cents.

The contract dispute between the Industrial Union of Marine and Shipbuilding Workers and the East Coast shipyards of the Bethlehem Steel Co., where about 16,000 workers had been on strike since January 1960,³ continued during April with no sign of settlement. On April 11, 1960, a Federal judge issued injunctions against both parties, upon complaint of the National Labor Relations Board. One injunction directed the union to refrain from mass picketing and the other ordered the company to bargain in good faith. Negotiations, which had broken off at the end of March, resumed in mid-April under the auspices of the Federal Mediation and Conciliation Service.

Union Developments

Meetings and Conventions. Preliminary plans for a series of labor-management conferences on broad economic issues were approved by President Eisenhower on April 26, 1960. The conferences were originally proposed by AFL-CIO President George Meany in November 1959 in the wake of the steel strike. As requested by the President, Mr. Meany and Rudolph M. Bannow, president of the National Association of Manufacturers, each chose three representatives to sit on a committee to arrange the first meeting. Representing labor were George Meany, Walter P. Reuther of the United Automobile Workers, and George M. Harrison of the Brotherhood of Railway Clerks. On the management side were the presidents of three relatively small companies—William J. Grebe, J. I. Case & Co.; L. A. Peterson, Otis Elevator Co.; and Robert W. Stoddard, Wyman-Gordon Co. The Government will not participate.

In the steel industry, cochairs of a joint labor-management committee to seek more peaceful long-term relationships were named in late April. The decision to set up the Human Relations Research Committee was part of the settlement of the nationwide steel strike in January 1960.⁴ The group will be headed by David J. McDonald, president of the United Steelworkers

of America, and R. Conrad Cooper, executive vice president of the United States Steel Corp.

Constitutional amendments and nominations of officers for election highlighted the 26th convention of the International Union of Operating Engineers in Miami Beach, April 11-14, 1960. The union's constitution, which was changed to bring it into conformity with the Labor-Management Reporting and Disclosure Act of 1959, now gives full voting rights to previously disenfranchised members. The earlier failure to provide such voting rights and other alleged curbs on internal union democracy had led the Senate Select Committee on Improper Activities in the Labor or Management Field to call the union a "national disgrace." Following these allegations, the then international president, William E. Maloney, resigned; he was succeeded by the incumbent, Joseph J. Delaney, who pledged to clean up abuses.⁵ Under the amended constitution, members of branch locals, previously without voting rights, have equal rights with members of parent locals. Other changes included provision for secret ballot elections and tighter restrictions upon the international president's authority to impose trusteeships.

All but one of the union's international officers, including President Joseph J. Delaney and Secretary-Treasurer Hunter P. Wharton, were nominated for reelection. The secret ballot referendum is scheduled for the summer of 1960.

Unity measures were the topic of discussion at two meetings of officers of four unions in the printing trades and allied fields. In Indianapolis, Ind., officials of the International Typographical Union and the American Newspaper Guild met on April 18 and 19 and agreed on the goal of "one big union" in the printing, publishing, and related industries. Their joint statement declared that whether "unity takes the form of a merger, an amalgamation of existing unions, or a new organization . . . are details which should not hinder us in the pursuit of our goals." Earlier in the month, the Printing Pressmen and Assistants' Union and the United Papermakers and Paperworkers had developed a six-point program for

³ See *Monthly Labor Review*, March 1960, p. 299.

⁴ See *Monthly Labor Review*, February 1960, p. 182.

⁵ See *Monthly Labor Review*, April 1958, pp. 422-423, and March 1958, p. 301.

seeking "complete organic unity and full merger" in the printing, paper, and paper converting industries. Their program includes pledges of cooperation in collective bargaining, joint organizing campaigns, and assistance in strikes.

Maritime. While the printing trades unions were taking steps toward unity, a 2-year-old plan by Teamster President James R. Hoffa for a "conference of transportation unity" was severely criticized by Seafarers' President Paul Hall. Mr. Hall, speaking before the Operating Engineers' convention, denounced Mr. Hoffa for his role in a recent jurisdictional dispute over organizing truck drivers in Puerto Rico⁶ and for an alliance between the Teamsters and the West Coast International Longshoremen's and Warehousemen's Union (Ind.).

Mr. Hall's views were not shared by Captain William V. Bradley, president of the International Longshoremen's Association. In a letter addressed to Mr. Hoffa, and made public by the ILA on April 24, Mr. Bradley said Mr. Hall's statement did "not represent the true feeling of all maritime labor," and that the ILA would never forget the support it had received from the Teamsters "in our hour of need." In a later clarification of his remarks, Mr. Hall said he was speaking only as president of the Seafarers' International Union, and not as president of the AFL-CIO Maritime Trades Department, which he also heads.

International repercussions followed the picketing during April of the Egyptian passenger and cargo ship, *Cleopatra*, by members of the SIU and ILA, in protest of a United Arab Republic ban from its ports of any ships trading with Israel or calling at Israeli ports. Spokesmen for the two unions said the UAR's blacklisting of such ships had cost American seamen job opportunities. Attorneys for the ship's owners, the Khedivial Mail Line of Alexandria, filed a damage complaint against the unions and requested an injunction, which was refused. The International Confederation of Arab Trade Unions subsequently instituted an Arab boycott of United States vessels. The AFL-CIO Executive Council, meeting in early May, pledged its full support to the picketing and

called upon the State Department to "take appropriate diplomatic action to protect the interests of our shipping and seamen . . ." On May 6, picketing was ended when the State Department informed Mr. Meany that it would take new steps "to protect American seamen and shipping against future indignities and discrimination."

A strike by about 30 office employees of the New York Shipping Association idled the Port of New York for about 9 hours on April 22, 1960. The strike, honored by members of the ILA, was over a demand of Local 153 of the Office Employes' International Union for bargaining representation of the Association's 90 white-collar workers. The Shipping Association contended the OEIU did not represent a majority of its clerical staff. On April 28, the National Labor Relations Board held an election in which 104 votes were cast: 46 were against the union, 43 in favor, and 15 ballots were challenged by the union. The Board was to rule on the election in May. In the meantime, Alexander P. Chopin, chairman of the shipping group, said it would institute damage suits against the ILA for violation of the no-strike clause of their contract.

Other Union Developments. Maurice A. Hutcheson, president of the Brotherhood of Carpenters and Joiners, was convicted on April 11, 1960, of contempt of Congress because of his refusal to answer questions put to him by the Senate Committee on Improper Activities in the Labor or Management Field in June 1958.⁷ At that time, Mr. Hutcheson had refused to answer certain questions concerning his alleged involvement in an Indiana right-of-way land scandal on the ground the questions were not pertinent to proper committee investigations and that answering might jeopardize his rights in a pending trial on the matter. (The indictment on that charge has not come to trial.) Lawyers for Hutcheson said they would appeal the contempt conviction; meanwhile, the Carpenters' president was free on bond. He faced the possibility of a year in jail and a \$1,000 fine.

Teamster union developments centered on its board of monitors and efforts to bring about a civil trial aimed at the removal of union President James R. Hoffa. Mr. Hoffa is charged with misuse of union funds, including involvement in a Florida real estate venture. During April, law-

⁶ See *Monthly Labor Review*, May 1960, p. 515.

⁷ See *Monthly Labor Review*, August 1958, p. 905.

yers for the Teamsters continued a series of legal maneuvers designed to prevent the trial and to end court supervision of the union.⁸ The union requested that Martin F. O'Donoghue be removed as monitor chairman; that Federal District Court Judge F. Dickinson Letts be disqualified as trial judge because of "personal bias and prejudice"; and that the union be allowed immediately to hold a convention to end court supervision of the union. On April 27, 1960, Judge Letts disqualified himself from presiding over the trial, stating he had no choice under the law but to step aside once the charges were raised. Federal District Court Judge Joseph R. Jackson was to hear the case, although Judge Letts retained jurisdiction over other phases of the Teamster-monitor case. A

union plea to halt the trial before it started was denied by Judge Jackson on April 27, and the trial was scheduled for May 3, 1960. However, on May 2, the U.S. Court of Appeals for the District of Columbia postponed the trial pending disposal of the various appeals before it.

The Federal Aviation Agency's ruling grounding airline pilots over 60 years of age was upheld by the U.S. Court of Appeals in New York on April 21, 1960. The Air Line Pilots union, in opposing the agency's decision,⁹ had contended the age limit was arbitrary and discriminatory. The order became effective on March 15, 1960.

⁸ See Monthly Labor Review, May 1960, p. 514.

⁹ See Monthly Labor Review, April 1960, p. 405.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Employment and Output in Protected Manufacturing Industries. By Beatrice N. Vaccara. Washington, The Brookings Institution, 1960. 107 pp. \$3, cloth; \$2, paper.

In conjunction with the forthcoming 1960-61 round of tariff negotiations under the General Agreement on Tariffs and Trade (GATT), United States Government officials are in the process of determining what actions can be taken with respect to the United States tariff on individual commodities within the framework of the 1958 Extension of the Trade Agreements Act. One of the more important factors which must be taken into account in determining whether to make a change is its probable effect upon domestic employment. This is particularly true since many producers of those commodities which appear to have relatively high degrees of protection and are thus most liable to be considered for reduction contend that declines in their degree of protection would have disproportionately large effects upon employment. The timing of Mrs. Vaccara's publication is thus very fortuitous, since within the limited confines of this small volume she has presented a vast amount of information directly related to this problem.

The author has had to make some relatively arbitrary definitions for purposes of her study on what shall constitute an industry and when an industry may be called protected, import-competing, or high labor-use and/or high labor-cost. Although it is possible to differ with each of her definitions, it seems clear that the use of any other set of reasonably logical definitions would not have created different results. But her defense of the

definitions used appears to be excessive and the exposition of the problems of classification and statistical manipulation too lengthy. Both the readability and appeal of this book would have been improved through more emphasis on economics and less on statistics.

Mrs. Vaccara has succeeded in demonstrating, in a substantive manner, facts which have long been suspected but never before proved.

1. Those industries which either did not expand or expanded at less than the national rate in the period 1947-54 are those which had the largest degree of tariff protection and which also faced the greatest degree of import competition; in most cases, the increase in imports was not sufficient to offset the decline in total United States production, and consumption also decreased.

2. Employment in import-competing industries has declined relatively more than in manufacturing in general, and among import-competing industries, the employment decline has been greater in the heavily protected than in the less protected industries.

3. The industries which have made the worst showing against imports have relatively minor importance in our economy, accounting for slightly over 2 percent of manufacturing employment and output in 1954.

4. The heavily protected import-competing industries show a markedly higher degree of labor-use in comparison with the rest of manufacturing.

5. This fact makes more difficult the problem of adjusting employment in the economy to increased imports through increased exports; export industries tend on the whole to be less labor intensive, and an increase in imports would have to be offset by a much larger increase in exports to maintain overall employment. This, of course, is the problem facing this country in preparing for the next round of GATT.

The author has an opportunity to extend her work by 4 years, since the Census of Manufactures for 1958 is now becoming available. Analysis of developments from 1954 to 1958 is even more important than that for the 1947-54 period, because it will disclose more clearly the results of the re-emergence of Japan and Germany into world markets.

It should also be recognized that the problems so ably dealt with in this study are not unique to the United States; it is merely necessary to

survey the list of European nations which have refused to extend most-favored-nation treatment to Japanese exports to realize that other countries have comparable problems. It would be extremely helpful if scholars in the various western European countries would undertake work for their own countries analogous to that by Mrs. Vaccara, particularly in light of the scheduled GATT attempts to work on the problems of abrupt market dislocation arising from sudden surges in imports of a specific product.

—EDGAR I. EATON

Office of Labor Economics
Bureau of Labor Statistics

Labor Turnover: Calculation and Cost. By Frederick J. Gaudet. New York, American Management Association, 1960. 111 pp. (Research Study 39.) \$5.25; \$3.50 to AMA members.

This technical study describes approaches commonly used in measuring labor turnover and calculating its cost, and the difficulties in interpreting the data not only for comparisons between firms or industries but also for comparisons between one time period and another for any firm or department of a firm. The author has utilized extensive source material covering the United States, Great Britain, Canada, and Australia.

There are many variables to be considered in determining costs which should properly be attributed to turnover. This study serves as a reminder of those costs which are often overlooked. The author points out that available information on turnover cost is limited, and data generally cover small samples of firms. Furthermore, the ranges of estimated cost are so wide that any firm would find them difficult to use for comparison with its own experience.

The author maintains that there is an erroneous assumption that labor turnover is lowest in large firms and presents some studies from English sources which show that this is not the case. These surveys found that the rate of turnover was lowest in firms employing less than 100 workers, and that it increased as the firms increased in size until they were large enough to justify a personnel department. After the personnel department was added, the turnover rate started down but it never reached the low point of the small firms.

The author adds that size is not the only determinant of turnover; within each size group, there is a considerable range. In comparing turnover between different departments in a firm or between departments of different size, for example, it is difficult to determine if the differences in rates are due to workers preferring to work in a small or a large department or to differences in the nature of the work, as in production versus service departments. The same is true when one tries to determine if noise or lack of it contributed to turnover when one is comparing different size departments.

When comparing turnover of male and female employees, a firm should consider their marital status, whether they have children and, if so, how many and how old, and the skill level of the workers' jobs. The author points out that some studies show that women workers have higher turnover rates than men, while others show that they have lower turnover rates than men. Basing management decision on such studies, without a careful analysis of the scope of the study and characteristics of the workers, is likely to be "useless" or "worse than useless."

The author suggests that one way of improving the study of turnover is to strengthen exit interviewing and to provide for cross checks to help validate the information obtained from exit interviews. He stresses the importance of having well trained, experienced interviewers conduct exit interviews. And when using studies of turnover—

It should be remembered that each technique [used in gathering the data] is likely to be slanted toward certain aspects of the problem. For instance, exit interviews and post-terminal questionnaires will probably stress poor supervisory practices and underemphasize the need for improvement in recruiting and selection practices. Statistical analyses, on the contrary, will point out the need for modifications in the recruiting and selection factors but almost never find any reason for concern about supervisory practices.

Because turnover in a department is high, one can't assume that training in supervisory methods or human relations is needed. Neither can it be assumed that the persons selected for work in the department were unsuited for it. Other factors may be involved, such as changes in work content not reflected in present job descriptions and transportation problems on the different shifts.

The author points to the need for "more skillful, experimental design and more refined analyses in even our best published studies of labor turnover." He suggests that a number of studies are needed in attacking the turnover problem. These include studies in many industries and firms on the relationship of turnover and absenteeism and on successful methods used to solve absenteeism problems.

—DOROTHY B. RIEFKIN

Industrial Services Branch
Bureau of Employment Security

1960 Guidebook to Labor Relations. Chicago,
Commerce Clearing House, Inc., 1960. 335
pp. \$5.

This publication is accurately named. It is a guide to the complicated, specialized, and ever-changing field of labor relations, and represents an extraordinary amount of research. It has value if considered, not as an authoritative statement of labor law, but as a summarized ready reference to labor statutes and a guide to what the law is or may be.

Unfortunately, the careful reader must utilize other guides when he seeks verification of statements made in the book. He will have to buy or otherwise obtain two other somewhat expensive sets of publications issued by the same publisher, because this book usually limits its references to these sets and they are secondary and not official sources of labor laws or decisions. Furthermore, he may find that some of the statements in the guidebook as well as in the cited sets have already ceased to be reliable.

Also, the reader could be misled by some of the statements in the guidebook. On page 280, it is indicated that in "national emergency" disputes there is a duty to utilize the Federal Mediation and Conciliation Service. However, it fails to indicate that Section 204(a)(3) of the Labor Management Relations Act, 1947, specifies that the parties in a dispute "in any industry affecting commerce, shall . . . in case such dispute is not settled by conference, participate fully and promptly in such meetings as may be undertaken by the Service under this act for the purpose of aiding in a settlement of the dispute." The sentence in the second paragraph on the same page about written agreements with State medi-

ation agencies would have been accurate if made prior to December 8, 1955. On that date, the director of the Service, after conferences with the States, issued a regulation establishing uniform and suitable procedures for cooperation between the Service and State and local mediation agencies. This regulation superseded all written agreements. The next paragraph is somewhat incomplete as it fails to make clear that the FMCS announcement to which it refers was made pursuant to section 203(d) of the LMRA that "the Service is directed to make its conciliation and mediation services available in the settlement of such grievance disputes only as a last resort and in exceptional cases."

Such statements indicate the need to be cautious, so that information which may be useful as a guide will not be considered factually or legally correct.

—GEORGE STRONG

General Counsel
Federal Mediation and Conciliation Service

Education and Training

New York Trains 15,000 Apprentices. By John R. Hawley.
(In Industrial Bulletin, State Department of Labor,
New York, March 1960, pp. 21-24.)

Economic Development and Technical Education. By
Xenophon Zolotas. Athens, Bank of Greece, 1960.
60 pp.

Careers in: Chemical Engineering (Monograph 63, 30 pp.);
Guidance and Student-Personnel Services (Monograph
21, 30 pp.); *Medicine* (Monograph 16, rev. ed., 26
pp.); *Music* (Monograph 65, 26 pp.); *The Teaching
Field* (Monograph 17, 37 pp.). By Juvenal L.
Angel. New York, World Trade Academy Press,
Inc., 1960. \$1.25 each.

Occupational Abstracts: Pharmacist; Veterinary Doctor.
Jaffrey, N. H., Personnel Services, Inc., 1960. 6 pp.
each, bibliographies. (Nos. 231, 232, respectively.)
50 cents each; 25 cents to students.

Health and Safety

An Inventory of Social and Economic Research in Health.
New York, Health Information Foundation, 1959.
556 pp. 8th ed.

*Health Statistics from the U.S. National Health Survey:
Dental Care—Interval and Frequency of Visits, United
States, July 1957–June 1959.* By Jane W. Bergsten.
Washington, U.S. Department of Health, Education,

and Welfare, Public Health Service, 1960. 42 pp. (Publication 584-B14.) 35 cents, Superintendent of Documents, Washington.

On Health and Wealth: The Role of the Pan American Health Organization in the Organization of American States Economic-Development Program. By Abraham Horwitz. (In *Américas*, Pan American Union, Washington, March 1960, pp. 3-9. 35 cents.)

The Role of the Industrial Medical Department—The Viewpoint of Management; The Viewpoint of Labor. By Thomas F. Nolan and F. A. Van Atta; *Development of Union Interest in Medical Programs.* By Alice H. Cook; *The Anticipated Effect of Automation on Industrial Medicine.* By John H. Foulger, M.D. (In *Industrial Medicine and Surgery*, Chicago, February 1960, pp. 57-63; 73-77; 86-89. \$1.25.)

1960 Directory of Occupational Safety Posters. Chicago, National Safety Council, 1959. 72 pp. 60 cents.

Industrial Relations

Collective Bargaining Today. By Roger D. Borgeson. (In *Personnel Journal*, Swarthmore, Pa., April 1960, pp. 406-412. 75 cents.)

Works Agreements of the "Renault Type" [in France]. (In *International Labor Review*, Geneva, March 1960, pp. 205-232. 60 cents. Distributed in United States by Washington Branch of ILO.)

The United States Steel Corporation Versus Labor: The Early Years. By John A. Garraty. (In *Labor History*, Tamiment Institute, New York, Winter 1960, pp. 3-38. \$1.50.)

Corporate Labor Policies and Management Objectives. By Carroll E. French. Chicago, University of Chicago, Industrial Relations Center, 1959. 20 pp. (Occasional Paper 15.)

Proceedings of New York University Twelfth Annual Conference on Labor, New York City, May 25-27, 1959. Edited by Emanuel Stein. Albany, N.Y., Matthew Bender & Co., Inc., 1959. 306 pp.

32d NAM Institute on Industrial Relations, Hollywood, Fla., March 14-18, 1960. New York, National Association of Manufacturers, 1960. 127 pp.

Practical Arbitration: (Fifth Annual Joint Industrial Relations Conference for Lawyers, Arbitrators, and Union and Management Representatives, March 30-31, 1959, Michigan State University.) Edited by Daniel H. Kruger. East Lansing, Michigan State University, Labor and Industrial Relations Center, 1959. 168 pp.

Use of Fact-Finding Boards in Labor Disputes. By Thomas J. McDermott. (In *Labor Law Journal*, Chicago, April 1960, pp. 285-304. \$1.)

The Effect of United States Labor Legislation on the Flag-of-Convenience Fleet: Regulation of Shipboard Labor Relations and Remedies Against Shoreside Picketing. (In *Yale Law Journal*, New Haven, Conn., January 1960, pp. 498-530. \$2.)

Economic Strikers' Voting Rights. By James V. Constantine. (In *Labor Law Journal*, Chicago, February 1960, pp. 107-110, 175-176. \$1.)

Labor Reform Law, 1959: The Landrum-Griffin Act. Washington, Chamber of Commerce of the United States, 1960. 251 pp. \$5.

The Labor-Management Reporting and Disclosure Act of 1959. By Russell A. Smith. (In *Virginia Law Review*, Charlottesville, Va., March 1960, pp. 195-251. \$2.)

Labor Management Relations Act, 1947, As Amended September 14, 1959: National Labor Relations Board Rules and Regulations and Statements of Procedure, Series 8. Washington, 1959. 97 pp. 35 cents, Superintendent of Documents, Washington.

Labor Force

New England Textile Employment in 1970. By William H. Miernyk. Boston, Federal Reserve Bank, 1959. 31 pp. (Research Report, 1970 Projection 16.)

Effect of Mechanization on Employment of Migratory Labor in Agriculture and Food Processing. Wilmington, Delaware Unemployment Compensation Commission, State Employment Service, 1959. 9 pp. Free.

Older Workers in the Railroad Industry. (In *Monthly Review*, U.S. Railroad Retirement Board, Chicago, March 1960, pp. 3-6.)

The Female Labor Force: A Case Study in the Interpretation of Historical Statistics. By Robert W. Smuts. (In *Journal of the American Statistical Association*, Washington, March 1960, pp. 71-79.)

Number of Full-Time Employees of Farmer Cooperatives [1957 National Estimates]. By Nelda Griffin. Washington, U.S. Department of Agriculture, Farmer Cooperative Service, 1960. 21 pp. (General Report 73.)

Occupational Pattern in Manufacturing Industries, India, 1956. By Pitambar Pant and M. Vasudevan. Delhi, Government of India Planning Commission, Scientific & Technical Manpower and Perspective Planning Division, 1959. 448 pp. 18 sh.

Persistent Unemployment—Problems and Programs. Washington, U.S. Department of Labor, Bureau of Employment Security, 1959. 40 pp.

Labor Organizations

The Status of Unions Under Our Antitrust Laws. By Walter L. Daykin. (*In Labor Law Journal*, Chicago, March 1960, pp. 216-226, 256. \$1.)

The Local Union in Soviet Industry: Its Relations With Members, Party, and Management. By Emily Clark Brown. (*In Industrial and Labor Relations Review*, Ithaca, N.Y., January 1960, pp. 192-215. \$1.75.)

Legal Enforcement of Union Security in Australia. By Ross M. Martin. (*In Industrial and Labor Relations Review*, Ithaca, N.Y., January 1960, pp. 227-244. \$1.75.)

Labor Movement Theories: Past, Present, and Future. By Mark Perlman. (*In Industrial and Labor Relations Review*, Ithaca, N.Y., April 1960, pp. 338-348. \$1.75.)

Personnel Management

1958 Survey of Personnel Practices in Department Stores. By William R. Spiegel. Austin, University of Texas, Bureau of Business Research, 1959. 67 pp. (Personnel Study 12.) \$1.

Attitude Surveys and Follow-Through Practices. By Stephen Habbe. (*In Management Record*, National Industrial Conference Board, Inc., New York, March 1960, pp. 10-16.)

Characteristics of Engineers and Scientists—Significant for Their Utilization and Motivation. By Lee E. Danielson. Ann Arbor, University of Michigan, Bureau of Industrial Relations, 1960. 136 pp. (Report 11.) \$4.

Manpower Management for the Rank-and-File Worker. By George W. Taylor. (*In Office Executive*, National Office Management Association, Willow Grove, Pa., January 1960, pp. 16-18, 20. 50 cents.)

Handbook for Supervisors. By Paul Ecker and others. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1959. 243 pp. \$4.

McMurry's Management Clinic. By Robert N. McMurry and others. New York, Simon and Schuster, 1960. 207 pp. \$4.95.

Office Automation and Employee Job Security. Hearings before the Subcommittee on Census and Government Statistics of the Committee on Post Office and Civil Service, House of Representatives, 86th Cong., 2d sess. Washington, 1960. 89 pp.

An Introduction to Electronic Data Processing. By Roger Nett and Stanley A. Hetzler. Glencoe, Ill., The Free Press, 1959. 287 pp., bibliography. \$6.75.

Production and Productivity

The Relationship Between Output and Employment. By George W. Wilson. (*In Review of Economics and Statistics*, Cambridge, Mass., February 1960, pp. 37-43. \$2.)

Prices, Costs and Output for the Post War Decade, 1947-1957. By Charles L. Schultze. New York, Committee for Economic Development, 1959. 82 pp.

Automation, Cybernetics, and Society. By F. H. George. New York, Philosophical Library, Inc., 1959. 283 pp. \$12.

Social Security

Characteristics of State Public Assistance Plans under the Social Security Act. Washington, U.S. Department of Health, Education, and Welfare, Social Security Administration, 1959. 116 pp. (Public Assistance Report 40.) 60 cents, Superintendent of Documents, Washington.

Characteristics of General Assistance in the United States. By Bureau of Public Assistance, Social Security Administration, Department of Health, Education, and Welfare. Washington, U.S. Senate, Special Committee on Unemployment Problems, 1959. 119 pp. (Committee Print, 86th Cong., 1st sess.)

Comments on Recent Important Workmen's Compensation Cases. By Robert M. Bonin. (*In NACCA Law Journal*, National Association of Claimants' Compensation Attorneys Bar Association, Boston, November 1959, pp. 134-188.)

State Workmen's Compensation Laws—A Comparison of Major Provisions with Recommended Standards. By Donald L. Ream. Washington, U.S. Department of Labor, Bureau of Labor Standards, 1959. 34 pp. (Bull. 212.) 25 cents, Superintendent of Documents, Washington.

Changes in Unemployment Insurance Laws in 1959. (*In Labor Market and Employment Security*, U.S. Department of Labor, Bureau of Employment Security, Washington, March 1960, pp. 12-20, 33. 30 cents, Superintendent of Documents, Washington.)

Data on Selected Aspects of the New Jersey Unemployment Compensation Program. Trenton, New Jersey Department of Labor and Industry, Division of Employment Security, 1959. 14 pp. Free.

Long-Range Unemployment Insurance Financing in Hawaii, 1959-1965. Honolulu, Department of Labor and Industrial Relations, Bureau of Employment Security, 1959. 57 pp. Free.

Special Study of the Delayed Filing of Initial Claims in West Virginia's Labor Market, July 1957-June 1958. Charleston, West Virginia Department of Employment Security, 1959. 115 pp. Free.

A Study of [District of Columbia] Claimants for Extended Benefit Payments under the Federal Temporary Unemployment Compensation Act of 1958. Washington, District of Columbia Unemployment Compensation Board, 1959. 27 pp. Free.

A Study of the Characteristics and Labor Market Experience of [Mississippi] Unemployment Insurance Claimants Exhausting Benefits, July 1958-June 1957. Jackson, Mississippi Employment Security Commission, 1959. 163 pp. Free.

Social Security in Italy. (In Industry and Labor, Geneva, March 15, 1960, pp. 200-207. 25 cents. Distributed in United States by Washington Branch of ILO.)

Social Developments in Norway, 1957-1959. Oslo, Norwegian Ministry of Social Affairs, 1959. 38 pp.

Wages and Hours

Salaries, Wages, and Fringe Benefits in Michigan Cities and Villages Under 4,000 Population, 1960-1961. Ann Arbor, Michigan Municipal League, 1960. 105 pp. (Information Bull. 94.) \$3.50.

Pay Rates in Hawaii. Honolulu, Hawaii Employers Council, 1960. 110 pp. (Special Publication 41.)

Sources of Wage and Salary Data. By William G. Bowen, David G. Brown, Louis A. Simpson. (In Industrial and Labor Relations Review, Ithaca, N.Y., April 1960, pp. 411-419. \$1.75.)

Higher Education Planning and Management Data, 1959-60. By W. Robert Bokelman. Washington, U.S. Department of Health, Education, and Welfare, Office of Education, 1960. 104 pp. (Circular 614.) 70 cents, Superintendent of Documents, Washington.

Overtime Compensation for Exempt Employees. By E. M. Gottlieb. New York, American Management Association, 1960. 39 pp. (Research Report 40.) \$2.25; \$1.50 to AMA members.

Minimum Wage Effects Studies: Dothan, Ala., June 1959. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1960. 29 pp. (BLS Report 155-3.) Free.

The Effect of Minimum Wage Laws on the Economic Growth of Puerto Rico. By H. C. Barton, Jr. and Robert A. Solo. Cambridge, Mass., Harvard University, Center for International Affairs, 1959. 54 pp.

Workers With Special Problems

Too Old to Work—Too Young to Retire: A Case Study of a Permanent Plant Shutdown. By Harold L. Sheppard, Louis A. Ferman, Seymour Faber, for Special Committee on Unemployment Problems, U.S. Senate. Ann Arbor, University of Michigan and Wayne State University, 1960. 74 pp. 25 cents, University of

Michigan, Institute of Labor and Industrial Relations, Ann Arbor.

Give Us the Tools. By Henry Viscardi, Jr. New York, Eriksson-Taplinger Co., Inc., 1959. xix, 266 pp. \$3.95.

Miscellaneous

76th Annual Report [of the United States Civil Service Commission], Fiscal Year Ended June 30, 1959. Washington, 1960. 124 pp. (H. Doc. 253, 86th Cong., 2d sess.) 50 cents, Superintendent of Documents, Washington.

Business Statistics, 1959 Biennial Edition. (A Supplement to the Survey of Current Business.) Washington, U.S. Department of Commerce, Office of Business Economics, 1959. 351 pp. \$2.25, Superintendent of Documents, Washington.

Songs of Work and Freedom. By Edith Fowke and Joe Glazer. Chicago, Roosevelt University, Labor Education Division, 1960. 208 pp., bibliography. \$5, clothbound; \$2.50, paperbound.

Economics and the Policy Maker. Washington, The Brookings Institution, 1959. 209 pp. (Brookings Lectures, 1958-1959.) \$2.95.

The Latin American Common Market. New York, United Nations, Department of Economic and Social Affairs, 1959. 146 pp. (Sales No.: 59.II.G.4.) \$1.25, International Documents Service, Columbia University Press, New York.

Administrative Vitality—The Conflict with Bureaucracy. By Marshall E. Dimock. New York, Harper & Brothers, 1959. 298 pp. \$5.

The Military and Industrial Revolution of Our Time. By Fritz Sternberg. New York, Frederick A. Praeger, Inc., 1959. 359 pp. \$5.75.

Selected References on Aging—An Annotated Bibliography. By Ruth K. Bray. Washington, U.S. Department of Health, Education, and Welfare, Library, 1959. 110 pp. 50 cents, Superintendent of Documents, Washington.

Inflation: Cost-Push and Demand-Pull. By Franklyn D. Holzman. (In American Economic Review, Menasha, Wis., March 1960, pp. 20-42. \$1.50.)

The Meaning and Validity of the Inflation-Induced Lag of Wages Behind Prices. By R. A. Kessel and A. A. Alchian. (In American Economic Review, Menasha, Wis., March 1960, pp. 43-66. \$1.50.)

Census of Manufacturing Industries of Puerto Rico, October 1959. [San Juan], Department of Labor, Bureau of Labor Statistics, 1959. 37 pp. In Spanish and English.

Current Labor Statistics

CONTENTS

A.—Employment

- 644 Table A-1. Estimated total labor force classified by employment status, hours worked, and sex
 645 Table A-2. Employees in nonagricultural establishments, by industry
 649 Table A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry
 653 Table A-4. Unemployment insurance and employment service programs, selected operations

B.—Labor Turnover

- 654 Table B-1. Labor turnover rates, by major industry group

C.—Earnings and Hours

- 657 Table C-1. Gross hours and earnings of production workers, by industry
 669 Table C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group
 670 Table C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities
 670 Table C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars

D.—Consumer and Wholesale Prices

- 671 Table D-1. Consumer Price Index—All-city average: All items, groups, subgroups, and special groups of items
 672 Table D-2. Consumer Price Index—All items and food indexes, by city
 673 Table D-3. Indexes of wholesale prices, by group and subgroup of commodities
 675 Table D-4. Indexes of wholesale prices, by stage of processing and durability of product

E.—Work Stoppages

- 676 Table E-1. Work stoppages resulting from labor-management disputes

F.—Work Injuries

Table F-1. Injury-frequency rates for selected manufacturing industries¹

¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics; (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954); and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
(In thousands)

Employment status	Estimated number of persons 14 years of age and over ¹																	
	1960				1959								Annual average					
	Apr.	Mar.	Feb.	Jan. ²	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1958	1957 ³			
Total, both sexes																		
Total labor force.....	72,331	70,993	70,970	70,680	71,808	71,839	72,629	72,109	73,204	73,875	78,862	71,955	71,210	71,284	70,746			
Civilian labor force.....	69,819	68,473	68,449	68,168	69,276	69,310	70,163	69,577	70,667	71,328	71,324	69,405	68,639	68,647	67,946			
Unemployment.....	3,660	4,206	3,931	4,149	3,577	3,670	3,272	3,230	3,428	3,744	3,982	3,389	3,027	4,681	2,956			
Unemployment rate (seasonally adjusted).....	5.0	5.4	4.8	5.2	5.2	5.6	6.0	5.6	5.5	5.1	4.9	4.9	5.3	6.8	4.3			
Unemployed 4 weeks or less.....	1,580	1,516	1,476	1,909	1,683	1,846	1,607	1,539	1,667	1,773	2,274	1,406	1,382	1,533	1,485			
Unemployed 5-10 weeks.....	567	855	1,095	930	533	764	651	662	786	902	630	601	559	650				
Unemployed 11-14 weeks.....	309	619	396	400	250	276	298	293	290	251	250	263	283	240				
Unemployed 15-26 weeks.....	705	715	533	441	381	356	333	340	290	303	387	515	675	785	321			
Unemployed over 26 weeks.....	499	602	431	469	430	428	393	396	493	515	540	605	723	667				
Employment.....	66,159	64,267	64,520	64,020	65,699	65,640	66,531	66,347	67,241	67,594	67,342	66,018	65,012	63,966	61,011			
Nonagricultural.....	60,765	59,702	59,901	59,409	60,888	60,040	60,707	60,108	60,784	60,780	60,111	59,608	59,163	58,122	55,789			
Worked 35 hours or more.....	44,829	46,151	45,357	47,115	45,455	45,877	45,800	31,869	45,797	44,863	47,227	47,935	47,287	44,873	46,238			
Worked 18-34 hours.....	10,455	7,585	8,603	6,867	7,227	10,991	9,049	21,859	6,066	6,333	6,257	6,431	6,151	7,324	6,933			
Worked 1-14 hours.....	3,345	3,575	3,553	3,356	3,496	3,254	3,269	2,929	2,409	2,683	2,945	3,249	3,420	3,047	2,777			
With a job but not at work ⁴	2,138	2,391	2,386	2,070	1,707	1,920	2,490	3,500	6,069	6,890	2,853	1,891	1,839	2,876	2,831			
Agricultural.....	5,393	4,565	4,619	4,611	5,611	5,601	6,124	6,242	6,357	6,825	7,231	6,408	5,848	5,844	6,222			
Worked 35 hours or more.....	3,788	2,465	2,597	2,622	2,978	3,774	3,972	4,263	5,460	4,730	6,224	6,489	3,588	3,827	4,197			
Worked 18-34 hours.....	1,189	1,117	1,121	1,178	1,175	1,307	1,531	1,303	1,230	1,471	1,700	1,455	1,387	1,361	1,413			
Worked 1-14 hours.....	312	586	557	536	474	373	468	441	387	428	455	348	425	457	416			
With a job but not at work ⁴	105	400	344	273	186	144	154	125	202	195	163	117	179	199	196			
Males																		
Total labor force.....	49,060	48,445	48,457	48,412	48,778	48,729	49,045	49,110	50,230	50,684	50,885	48,945	48,653	48,802	48,649			
Civilian labor force.....	46,580	45,958	45,900	45,923	46,278	46,232	46,551	46,610	47,725	48,179	47,879	46,427	46,114	46,197	45,882			
Unemployment.....	2,431	2,910	2,672	2,821	2,405	2,370	2,007	2,022	2,188	2,315	2,403	2,085	2,317	3,155	1,968			
Employment.....	44,149	43,048	43,328	43,103	43,873	43,863	44,544	44,588	45,557	45,755	45,475	44,342	43,798	43,042	43,969			
Nonagricultural.....	39,574	39,038	39,319	39,108	39,744	39,337	39,763	39,764	40,307	40,490	39,945	39,291	39,898	38,240	38,623			
Worked 35 hours or more.....	31,761	31,851	32,973	33,645	30,730	31,987	23,173	30,633	31,963	34,004	32,630	33,049	31,390	32,546				
Worked 18-34 hours.....	5,170	3,554	4,361	3,341	3,446	5,954	4,594	12,046	2,933	3,221	2,912	2,953	3,157	3,736	3,461			
Worked 1-14 hours.....	1,433	1,559	1,547	1,440	1,468	1,363	1,437	1,209	1,043	1,292	1,292	1,540	1,521	1,329	1,197			
With a job but not at work ⁴	1,210	1,682	1,557	1,584	1,180	1,291	1,748	2,206	3,905	4,071	1,165	1,167	1,189	1,784	1,745			
Agricultural.....	4,575	4,010	4,000	2,995	2,928	4,522	4,782	4,824	5,050	5,369	5,535	5,051	4,800	4,802	4,687			
Worked 35 hours or more.....	3,503	2,257	2,397	2,409	2,729	3,306	3,511	3,681	3,632	4,083	4,255	3,933	3,645	3,413	3,216			
Worked 18-34 hours.....	749	859	818	570	845	800	761	780	647	792	860	760	868	857	842			
Worked 1-14 hours.....	228	514	482	462	380	281	298	281	201	312	296	264	323	353	309			
With a job but not at work ⁴	95	380	315	233	177	137	142	111	182	174	124	96	155	179	171			
Females																		
Total labor force.....	23,271	22,548	22,482	22,277	22,030	23,110	23,584	22,999	22,974	23,191	23,477	22,610	22,587	22,482	22,067			
Civilian labor force.....	22,239	22,516	22,450	22,245	22,998	23,078	23,552	22,967	22,942	23,159	23,445	22,978	22,925	22,451	22,064			
Unemployment.....	1,229	1,296	1,258	1,328	1,172	1,301	1,265	1,209	1,288	1,429	1,579	1,304	1,321	1,024	1,043			
Employment.....	22,010	21,219	21,192	20,917	21,826	21,777	22,287	21,759	21,654	21,731	21,866	21,674	21,214	20,924	21,021			
Nonagricultural.....	21,191	20,664	20,582	20,301	21,144	20,703	20,945	20,341	20,347	20,276	20,170	20,317	20,265	19,882	19,537			
Worked 35 hours or more.....	13,066	13,878	13,505	14,144	14,809	13,145	13,810	8,689	13,145	14,897	13,622	14,305	14,239	13,483	13,662			
Worked 18-34 hours.....	5,285	4,032	4,244	5,522	3,781	5,038	4,454	8,812	3,133	3,114	3,347	3,478	3,458	3,589	3,491			
Worked 1-14 hours.....	1,912	2,016	1,916	2,028	1,891	1,933	1,684	1,366	1,447	1,554	1,809	1,809	1,718	1,880	1,880			
With a job but not at work ⁴	928	738	529	716	527	628	747	1,154	2,704	2,819	1,548	723	699	1,093	1,073			
Agricultural.....	819	555	610	615	683	1,074	1,343	1,418	1,307	1,455	1,656	1,258	949	1,042	1,184			
Worked 35 hours or more.....	283	209	198	213	249	467	491	600	608	666	656	534	414	482				
Worked 18-34 hours.....	439	257	305	308	330	507	670	641	581	680	842	696	519	504	571			
Worked 1-14 hours.....	84	71	75	74	94	92	170	161	95	116	160	84	92	104	107			
With a job but not at work ⁴	11	20	29	20	9	8	11	14	22	21	29	22	26	20	25			

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included. Because of rounding, sums of individual items do not necessarily equal totals.

² Data for 1960 include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

³ Beginning with January 1957, 2 groups numbering between 200,000 and 300,000 which were formerly classified as employed (under "with a job but not at work") were assigned to different classifications, mostly to the unemployed.

⁴ Unemployment as a percent of labor force.

⁵ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute.

Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1960					1959							Annual average				
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.				
	52,760	52,150	52,060	52,078	53,756	52,793	52,569	52,648	52,066	52,343	52,580	51,982	51,430	51,975	50,543		
Total employees.....	52,760	52,150	52,060	52,078	53,756	52,793	52,569	52,648	52,066	52,343	52,580	51,982	51,430	51,975	50,543		
Mining.....	675	669	669	658	668	660	621	620	639	710	713	701	694	676	721		
Metal.....	96.3	95.2	88.6	72.7	69.5	67.2	46.5	46.7	62.0	97.4	97.7	96.5	95.7	80.1	93.1		
Iron.....	33.6	32.9	32.6	32.3	30.0	9.7	9.7	10.6	35.2	35.4	34.9	33.9	27.2	30.8	30.8		
Copper.....	30.3	26.4	11.1	8.1	8.0	8.7	8.9	20.1	31.0	31.1	30.7	30.5	22.3	28.6	28.6		
Lead and zinc.....	13.3	12.3	12.2	12.1	12.0	11.4	11.5	12.0	12.7	12.7	12.6	12.3	12.3	12.3	12.9		
Anthracite.....	14.1	15.5	15.5	15.7	15.9	16.0	15.4	15.4	17.1	15.3	15.1	15.3	16.3	20.3	20.3		
Bituminous coal.....	167.0	171.5	173.2	173.2	173.7	164.3	145.4	136.3	135.8	171.3	177.9	176.4	176.2	168.1	195.2	195.2	
Crude-petroleum and natural-gas production.....	284.9	287.7	291.4	297.0	297.9	298.6	306.0	309.7	310.7	308.7	301.1	297.0	300.8	302.6	302.6		
Petroleum and natural-gas production (except contract services).....	174.0	175.9	177.7	177.9	177.7	178.4	181.8	183.7	184.0	182.8	179.5	179.8	180.6	188.0	188.0		
Nonmetallic mining and quarrying.....	111.9	103.0	104.1	105.1	111.6	114.2	114.2	115.2	115.7	113.8	113.2	112.3	109.6	110.7	109.3	109.3	
Contract construction.....	2,593	2,306	2,389	2,453	2,699	2,856	2,941	3,043	3,107	3,035	2,946	2,834	2,642	2,767	2,648	2,648	
Nonbuilding construction.....	413	429	437	515	587	634	660	688	687	685	650	671	584	569	569	569	
Highway and street construction.....	161.4	167.5	170.0	220.5	270.8	309.5	329.5	347.4	343.0	335.0	310.5	254.9	271.2	266.0	266.0	266.0	
Other nonbuilding construction.....	251.8	261.4	267.3	267.7	316.6	324.0	330.8	340.4	344.1	360.0	339.8	318.8	312.7	312.7	312.7	312.7	
Building construction.....	1,869	1,960	2,016	2,181	2,209	2,327	2,384	2,419	2,348	2,301	2,184	2,091	2,183	2,079	2,079	2,079	
General contractors.....	607.2	688.7	660.5	725.5	764.8	801.6	827.7	849.5	836.7	824.0	775.5	742.2	757.9	750.6	750.6	750.6	
Special-trade contractors.....	1,285.7	1,321.7	1,355.1	1,453.1	1,504.6	1,524.9	1,555.2	1,569.8	1,511.3	1,477.2	1,407.6	1,348.5	1,424.7	1,328.6	1,328.6	1,328.6	
Plumbing and heating.....	282.1	287.5	296.6	308.6	314.5	322.6	329.0	330.8	323.5	314.0	305.3	301.6	310.5	303.6	303.6	303.6	
Painting and decorating.....	179.2	178.2	183.5	204.9	222.0	228.4	239.9	246.9	239.9	217.7	199.4	174.4	201.4	169.6	169.6	169.6	
Electrical work.....	165.5	169.3	171.0	176.3	180.1	181.1	185.1	184.2	179.1	175.5	168.6	161.6	174.2	173.2	173.2	173.2	
Other special-trade contractors.....	658.9	666.7	704.0	768.0	788.0	801.0	807.0	768.8	769.0	733.5	710.0	708.6	738.6	682.2	682.2	682.2	
Manufacturing.....	16,365	16,478	16,520	16,470	16,484	16,280	16,197	16,367	16,169	16,410	16,455	16,197	16,634	16,168	15,468	15,468	
Durable goods.....	9,533	9,629	9,680	9,640	9,577	9,313	9,168	9,225	9,058	9,523	9,581	9,443	9,314	9,290	9,743	9,743	9,743
Nondurable goods.....	6,832	6,849	6,840	6,830	6,907	6,967	7,029	7,142	7,111	6,887	6,874	6,744	6,730	6,878	6,725	6,725	6,725
Durable goods.....	151.5	150.5	150.0	149.4	149.5	147.0	145.3	145.2	142.3	142.4	139.7	138.3	137.7	141.7	126.7	126.7	126.7
Ordnance and accessories.....	151.5	150.5	150.0	149.4	149.5	147.0	145.3	145.2	142.3	142.4	139.7	138.3	137.7	141.7	126.7	126.7	126.7
Lumber and wood products (except furniture).....	638.2	622.8	628.1	629.4	651.6	667.2	679.9	687.9	696.9	694.6	691.8	660.5	634.5	658.6	621.7	621.7	621.7
Logging camps and contractors.....	88.6	91.9	92.2	102.2	106.1	107.7	108.4	114.6	114.6	115.3	112.1	96.1	93.6	98.7	91.6	91.6	91.6
Sawmills and planing mills.....	304.6	305.9	306.3	315.5	323.6	329.0	332.9	333.2	330.4	330.9	321.9	312.7	319.9	311.0	311.0	311.0	311.0
Millwork, plywood, and prefabricated structural wood products.....	130.3	131.6	131.5	134.9	138.4	142.6	145.4	147.5	147.4	147.0	145.9	140.9	136.1	139.1	137.1	137.1	137.1
Wooden containers.....	42.2	42.2	42.3	43.0	42.5	42.5	43.7	43.7	43.2	44.8	45.6	45.1	44.4	44.0	44.7	44.7	44.7
Miscellaneous wood products.....	56.5	56.5	56.1	56.0	56.6	57.1	57.4	57.6	56.9	57.3	56.5	56.7	56.3	56.3	56.3	56.3	56.3
Furniture and fixtures.....	389.7	390.3	390.8	391.1	391.2	390.6	391.9	392.0	386.3	382.2	384.1	380.2	379.0	384.0	357.9	357.9	357.9
Household furniture.....	281.9	282.9	283.4	285.3	285.8	284.6	284.6	281.0	276.0	277.0	276.3	276.4	279.3	275.1	275.1	275.1	275.1
Office, public-building and professional furniture.....	48.1	47.4	47.1	46.9	47.0	47.7	48.1	48.0	45.8	46.2	44.9	46.1	43.8				
Partitions, shelving, lockers, and fixtures.....	35.3	35.7	36.1	35.8	35.6	33.7	33.8	33.4	33.4	35.5	35.6	34.3	33.6	34.4	34.5	34.5	34.5
Screens, blinds, and miscellaneous furniture and fixtures.....	23.0	24.8	24.5	23.4	22.7	24.6	25.5	24.8	24.8	25.3	24.7	24.1	24.2	22.5			
Stone, clay, and glass products.....	554.5	549.4	551.0	548.0	557.3	561.6	561.6	572.8	571.5	565.7	566.1	553.7	543.6	550.4	514.5		
Flat glass.....	35.3	36.3	36.5	36.4	36.3	36.3	36.7	34.7	34.1	32.7	33.1	33.1	33.6	32.7	27.3		
Glass and glassware, pressed or blown.....	104.9	104.0	101.1	102.1	103.5	99.2	104.5	102.9	100.9	103.1	100.9	98.9	100.2	95.5			
Glass products made of purchased glass.....	17.2	17.6	17.5	18.7	18.4	18.6	18.6	18.6	18.1	17.9	17.8	17.7	17.8	18.0	16.3		
Cement, hydraulic.....	39.1	38.4	39.8	41.4	41.8	41.1	43.2	43.2	43.5	43.5	42.3	42.6	42.0	41.7	42.0		
Structural clay products.....	72.2	72.7	73.3	76.0	77.4	77.6	77.6	78.7	78.4	78.3	75.9	74.7	75.5	73.1			
Pottery and related products.....	49.5	49.4	49.8	48.8	49.8	50.1	50.2	49.7	49.4	49.4	47.2	46.0	48.1	43.9			
Concrete, gypsum, and plaster products.....	111.6	112.8	112.6	116.6	118.3	121.8	125.4	126.2	123.5	122.5	119.1	115.2	117.8	108.8			
Cut-stone and stone products.....	17.5	17.5	17.3	17.7	18.0	18.2	18.4	18.5	18.4	18.2	18.1	17.8	18.1	18.3	18.3		
Miscellaneous nonmetallic mineral products.....	102.1	102.3	101.0	100.5	98.1	98.3	100.2	99.7	101.0	100.5	99.1	97.6	98.3	99.3			
Primary metal industries.....	1,246.2	1,270.8	1,280.7	1,275.1	1,264.2	1,263.9	1,234.1	1,256.2	1,206.1	1,291.4	1,272.8	1,266.0	1,237.7	1,104.4			
Blast furnaces, steel works, and rolling mills.....	635.7	640.1	688.8	634.1	597.3	222.8	220.0	342.2	630.8	651.8	643.4	633.8	522.0	536.7			
Iron and steel foundries.....	228.2	233.2	230.8	230.3	215.8	226.9	226.9	236.7	230.1	231.4	226.5	223.3	223.9	197.4			
Primary smelting and refining of nonferrous metals.....	56.1	54.7	53.2	49.7	44.3	44.9	45.2	55.7	56.9	55.3	54.9	54.1	52.2	56.2			
Secondary smelting and refining of nonferrous metals.....	12.5	12.6	12.7	12.4	12.0	11.9	12.0	12.8	12.5	12.5	12.3	12.2	12.2	11.5			
Rolling, drawing, and alloying of nonferrous metals.....	118.3	115.4	116.0	116.6	116.2	117.0	117.6	117.1	119.4	119.6	117.9	115.2	115.8	105.5			
Nonferrous foundries.....	65.2	67.0	67.8	67.0	66.1	67.6	66.1	64.6	64.1	64.8	64.4	64.1	64.8	67.7			
Miscellaneous primary metal industries.....	157.5	158.7	156.8	154.1	144.5	132.8	135.0	137.1	152.3	155.0	153.4	151.0	146.8	139.4			

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1960				1959								Annual average		
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.		
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Fabricated metal products (except ordnance, machinery, and transportation equipment).	1,078.0	1,097.6	1,106.2	1,099.2	1,082.0	1,042.1	1,051.6	1,082.6	1,055.9	1,084.1	1,102.0	1,087.2	1,074.1	1,069.0	1,029.9
Tin cans and other tinware.	58.8	58.2	58.5	58.8	55.8	55.9	55.7	65.4	64.7	62.8	63.1	61.0	60.0	59.6	58.2
Cutlery, handtools, and hardware.	137.6	139.7	139.8	138.1	123.7	130.1	133.6	134.7	132.4	130.4	135.6	134.5	134.2	126.8	
Heating apparatus (except electric) and plumbers' supplies.	116.6	117.4	116.9	114.2	116.5	120.6	121.7	120.6	116.6	118.7	116.9	116.0	116.6	109.3	
Fabricated structural metal products.	282.0	282.3	281.8	282.1	275.5	263.2	273.7	278.8	303.1	301.6	296.0	291.5	285.3	303.0	
Metal stamping, coating, and engraving.	246.2	251.2	246.1	239.3	223.3	237.2	239.2	219.8	228.0	233.5	231.9	229.2	230.1	210.7	
Lighting fixtures.	50.9	51.1	50.8	49.9	49.8	51.4	51.3	49.1	47.6	48.8	49.1	48.9	49.2	44.7	
Fabricated wire products.	60.0	60.5	60.0	59.2	57.2	54.4	54.8	52.8	56.0	57.7	57.4	57.5	56.5	52.4	
Miscellaneous fabricated metal products.	145.5	145.8	145.3	142.4	140.2	138.0	138.0	135.4	137.6	142.2	139.3	137.5	137.5	123.3	
Machinery (except electrical).	1,688.1	1,692.1	1,691.1	1,675.0	1,690.3	1,625.8	1,638.5	1,624.6	1,633.9	1,644.9	1,622.7	1,603.2	1,611.7	1,601.2	
Engines and turbines.	106.8	107.4	108.5	107.3	104.6	105.7	106.4	103.6	104.1	105.1	104.2	100.4	103.1	93.1	
Agricultural machinery and tractors.	158.9	160.5	157.8	154.1	141.0	151.4	167.5	158.9	171.5	173.0	171.3	161.3	157.9	158.0	
Construction and mining machinery.	133.1	132.6	131.2	129.2	125.3	126.3	126.3	123.1	133.5	136.2	131.7	129.7	129.9	122.0	
Metalworking machinery.	262.9	259.9	257.3	255.4	251.6	247.9	246.5	239.9	239.3	239.4	235.9	233.6	238.7	223.7	
Special-industry machinery (except metalworking machinery).	176.1	174.6	173.3	172.3	171.8	169.8	170.7	166.8	165.9	166.2	163.0	161.7	165.5	159.6	
General industrial machinery.	232.6	233.0	229.4	229.3	225.5	229.4	230.3	229.2	225.5	221.2	218.1	223.5	230.1		
Office and store machines and devices.	138.4	137.6	138.1	136.9	136.0	134.5	132.4	129.8	132.6	131.7	131.4	132.7	124.9		
Service-industry and household machines.	109.5	108.5	104.4	106.0	104.4	106.3	108.7	105.7	108.3	107.2	106.2	104.5	104.9	103.0	
Miscellaneous machinery parts.	283.9	287.0	285.5	285.0	281.3	283.6	282.4	274.9	275.3	279.7	275.5	272.5	275.5	252.0	
Electrical machinery.	1,288.1	1,309.8	1,318.4	1,318.6	1,317.0	1,301.5	1,311.2	1,301.8	1,260.6	1,241.6	1,232.6	1,207.4	1,189.6	1,241.6	1,118.8
Electrical generating, transmission, distribution, and industrial apparatus.	421.9	422.5	420.5	419.5	407.4	413.1	416.9	411.4	407.0	405.6	398.2	390.1	402.1	372.5	
Electrical appliances.	40.4	40.0	39.6	39.5	39.5	40.3	39.7	37.9	36.9	37.0	37.3	36.6	37.7	34.6	
Insulated wire and cable.	28.9	29.1	29.5	29.3	28.8	28.7	28.0	27.7	26.9	27.9	27.9	28.1	28.1	25.4	
Electrical equipment for vehicles.	75.4	77.0	76.4	74.4	70.7	73.5	72.5	61.3	68.6	69.7	70.5	69.8	68.1	61.8	
Electric lamps.	29.7	29.8	29.6	29.5	29.5	29.3	28.6	27.7	27.5	27.4	26.9	26.7	27.6	25.4	
Communication equipment.	665.3	671.3	674.2	674.7	674.9	675.2	664.4	645.3	623.8	615.8	608.8	590.2	627.2	581.4	
Miscellaneous electrical products.	48.2	48.7	48.8	50.1	50.7	51.1	51.7	49.3	48.9	49.1	47.6	47.5	49.1	45.7	
Transportation equipment.	1,650.5	1,699.3	1,721.4	1,722.3	1,656.9	1,511.1	1,692.4	1,685.4	1,619.8	1,602.9	1,703.7	1,710.4	1,705.8	1,670.8	1,622.8
Motor vehicles and equipment.	818.6	837.7	822.6	796.9	602.2	784.2	758.7	679.1	744.3	754.2	754.7	747.1	731.6	630.8	
Aircraft and parts.	678.6	687.0	663.7	700.9	709.7	717.4	730.6	732.4	735.8	741.4	748.1	734.9	737.6	727.6	
Aircraft.	392.7	392.7	400.6	404.2	412.3	418.4	429.2	430.0	433.4	434.0	442.0	444.8	443.0	437.2	
Aircraft engines and parts.	140.9	140.6	142.0	144.2	144.9	145.2	145.8	144.0	145.8	146.6	148.4	149.0	146.3	138.6	
Aircraft propellers and parts.	14.0	13.8	13.8	13.6	13.6	13.9	14.1	14.1	14.3	14.4	14.4	14.5	14.4	13.8	
Other aircraft parts and equipment.	132.2	134.5	137.3	139.9	138.9	139.0	141.4	141.4	141.4	140.8	138.8	138.0	139.2	130.5	
Ship and boat building and repairing.	131.5	131.0	145.6	140.7	141.1	131.3	131.3	140.7	144.1	144.0	140.0	142.0	142.8	144.5	
Shipbuilding and repairing.	106.5	106.4	121.7	117.5	119.5	109.7	111.1	121.2	122.8	124.2	125.8	125.5	120.9	128.3	
Boatbuilding and repairing.	25.0	24.6	23.9	23.2	22.4	21.4	20.2	19.5	21.2	22.8	24.2	23.7	21.9	19.2	
Railroad equipment.	58.9	60.0	51.4	47.7	46.9	48.8	53.9	56.7	57.7	55.8	54.2	51.3	51.4	50.9	
Other transportation equipment.	10.5	9.7	9.0	9.7	10.4	10.9	11.0	10.7	10.7	10.6	10.4	10.1	9.9	9.0	
Instruments and related products.	354.3	353.9	332.1	354.0	352.5	351.8	349.8	343.4	339.2	339.2	332.5	329.6	338.9	315.2	
Laboratory, scientific, and engineering instruments.	66.5	66.8	65.9	68.2	67.8	67.2	68.4	65.7	65.3	63.9	63.0	62.1	64.2	58.1	
Mechanical measuring and controlling instruments.	100.4	99.9	97.9	97.3	96.4	97.4	96.7	94.9	94.3	94.6	90.5	89.6	93.0	83.9	
Optical instruments and lenses.	18.2	17.6	17.3	16.9	17.0	16.9	15.8	15.8	15.8	15.0	15.1	15.3	15.8	14.0	
Surgical, medical, and dental instruments.	45.1	44.9	44.6	44.7	44.1	43.7	43.6	42.8	42.0	43.5	42.9	42.7	43.1	41.5	
Ophthalmic goods.	27.7	27.8	28.1	28.1	27.6	27.6	26.4	26.4	25.7	25.7	25.5	25.2	26.1	23.7	
Photographic apparatus.	65.0	65.8	66.4	67.1	66.2	65.9	66.1	66.0	65.7	65.0	64.4	64.2	65.3	65.6	
Watches and clocks.	30.4	31.0	31.7	31.9	33.1	33.1	31.1	31.1	31.5	31.5	30.5	31.4	31.4	28.4	
Miscellaneous manufacturing industries.	493.9	493.5	480.0	494.1	516.9	522.3	517.7	501.2	480.7	485.2	476.8	471.0	496.5	499.9	
Jewelry, silverware, and plated ware.	46.6	46.3	46.4	47.7	48.0	48.0	46.8	45.6	44.3	45.2	45.1	44.6	45.9	44.4	
Musical instruments and parts.	19.4	19.6	19.7	19.9	19.8	19.8	19.1	18.4	19.1	18.7	18.6	17.7	18.0	16.4	
Toys and sporting goods.	81.7	77.2	73.3	79.4	95.2	100.3	99.2	94.0	86.1	87.5	82.8	79.0	84.5	81.7	
Pens, pencils, other office supplies.	31.2	31.2	30.4	31.0	32.1	32.3	32.1	31.6	31.1	30.8	30.4	30.4	30.8	30.7	
Costume jewelry, buttons, notions.	61.4	61.9	60.6	61.3	62.2	63.3	63.0	62.5	59.4	59.5	58.4	58.0	60.6	58.2	
Fabricated plastics products.	95.3	96.6	96.0	97.1	97.1	96.3	93.6	91.5	91.5	92.1	91.4	91.0	92.6	84.0	
Other manufacturing industries.	157.9	156.2	153.6	158.6	162.6	161.6	155.6	152.8	154.4	151.1	150.3	154.1	144.5		
<i>Nondurable goods</i>															
Food and kindred products.	1,397.1	1,378.3	1,380.2	1,396.6	1,434.5	1,478.2	1,526.9	1,614.8	1,630.9	1,516.9	1,479.2	1,417.3	1,399.9	1,470.2	1,476.4
Meat products.	204.5	208.2	202.0	205.7	205.0	204.6	201.1	211.0	203.3	205.8	202.9	206.5	202.1	207.0	
Dairy products.	90.0	90.2	89.8	90.5	91.6	90.2	100.9	103.0	104.3	104.4	99.7	95.7	96.8	90.8	
Canning and preserving.	169.2	166.7	169.5	182.9	211.7	260.1	352.0	350.3	253.7	214.2	180.6	181.2	223.0	220.4	
Grain-mill products.	108.2	109.3	109.4	109.9	109.8	113.0	115.4	115.2	114.9	115.6	113.5	111.7	113.3	113.8	
Bakery products.	286.0	286.8	285.9	287.9	290.0	289.1	289.2	290.0	286.8	284.6	281.8	281.4	285.2	284.3	
Sugar.	24.5	25.7	34.8	41.3	45.4	43.1	29.2	27.7	25.2	25.9	25.0	23.7	31.0	31.4	
Confectionery and related products.	71.5	72.3	72.7	78.0	78.8	79.1	77.7	73.6	68.3	71.0	68.6	69.7	75.5	74.4	
Beverages.	202.0	198.1	200.4	205.5	210.6	215.2	220.5	220.3	217.9	216.4	208.8	202.6	209.1	207.0	
Miscellaneous food products.	131.5	132.9	132.1	132.8	135.4	137.5	138.8	139.5	137.6	141.3	136.4	135.4	136.2	137.3	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1960								1960						Annual average		
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
	79.5	81.4	86.6	88.5	91.2	92.5	103.1	106.8	90.9	77.9	79.9	79.2	79.9	89.2	90.4		
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Tobacco manufactures	79.5	81.4	86.6	88.5	91.2	92.5	103.1	106.8	90.9	77.9	79.9	79.2	79.9	89.2	90.4		
Cigarettes	37.3	37.5	37.6	37.7	38.0	37.7	37.7	37.7	37.9	35.7	37.5	37.1	37.1	37.4	36.4		
Cigars	25.9	26.5	25.4	27.1	27.4	27.4	27.1	27.4	27.1	26.8	25.7	27.0	27.1	27.1	26.1		
Tobacco and snuff	6.3	6.4	6.4	6.4	6.4	6.4	6.4	6.7	6.8	6.8	6.9	6.7	6.6	6.6	6.5		
Tobacco stemming and redrying	11.9	16.2	19.1	20.0	27.7	31.6	37.5	38.4	9.1	8.8	8.8	18.1	18.1	18.1	18.4		
Textile-mill products	967.6	967.0	962.9	963.0	968.5	969.3	978.5	980.1	980.1	984.7	975.1	965.4	960.3	968.0	941.5		
Scouring and combing plants	5.2	5.6	5.6	5.4	5.3	5.6	5.7	5.6	5.6	5.7	5.7	5.6	5.5	5.5	5.2		
Yarn and thread mills	106.3	106.6	107.4	108.2	108.2	110.2	111.7	111.7	112.0	112.0	110.8	108.8	110.0	106.3			
Broad-woven fabric mills	306.7	304.9	309.1	308.1	308.9	309.9	400.4	399.8	395.7	395.7	397.8	397.1	398.5	399.9			
Narrow fabrics and small wares	29.8	29.7	29.8	29.8	29.8	29.8	29.9	29.9	29.8	29.8	29.7	29.6	29.5	29.5	27.5		
Knitting mills	215.7	211.3	210.4	216.2	224.5	224.5	230.2	230.2	230.6	231.1	230.2	220.2	216.6	220.0	207.9		
Dyeing and finishing textiles	89.3	89.4	89.6	89.5	89.4	89.4	89.5	89.5	89.0	88.4	88.6	88.2	88.4	88.4	84.9		
Carpets, rugs, other floor coverings	46.1	46.7	46.5	46.2	46.2	46.7	46.8	46.8	45.6	45.6	45.7	46.5	47.3	46.6	44.8		
Hats (except cloth and millinery)	10.1	9.9	10.3	10.4	10.4	9.6	10.2	10.3	9.8	10.2	10.1	9.8	10.1	10.1	10.1		
Miscellaneous textile goods	87.7	87.9	87.3	87.1	86.9	86.1	86.0	87.5	87.1	87.7	86.6	87.0	87.3	87.3	83.9		
Apparel and other finished textile products	1,214.8	1,247.9	1,240.7	1,219.5	1,222.9	1,239.9	1,232.1	1,236.1	1,234.7	1,238.6	1,230.2	1,235.6	1,232.7	1,210.7	1,156.3		
Men's and boys' suits and coats	115.2	114.6	114.0	114.3	114.4	113.5	114.0	113.8	104.6	112.3	110.6	109.2	111.4	107.3			
Men's and boys' furnishings and work clothing	351.9	349.6	346.7	349.1	352.7	351.2	351.4	348.7	339.0	340.5	333.0	328.9	338.3	311.3			
Women's outerwear	257.6	256.1	246.2	249.8	248.0	236.0	343.6	348.8	330.5	326.7	328.9	324.7	324.7	311.7			
Women's, children's undergarments	121.8	121.6	119.8	121.5	124.0	124.0	122.6	120.6	112.7	116.8	116.1	117.7	118.9	114.1			
Millinery	22.3	22.2	21.9	19.1	17.0	16.8	18.7	19.6	18.6	18.6	17.3	14.0	17.0	18.5	17.9		
Children's outerwear	73.8	74.0	73.5	72.3	72.6	72.4	74.4	76.4	74.5	76.8	73.7	72.1	74.4	74.5	74.5		
Fur goods	6.4	6.8	6.8	6.6	9.2	9.8	9.5	8.4	10.0	9.9	9.3	8.7	9.2	10.7			
Miscellaneous apparel and accessories	59.9	59.2	57.7	60.9	62.7	64.2	62.9	62.9	57.7	60.7	58.5	58.5	60.3	56.7			
Other fabricated textile products	138.0	137.5	136.7	138.1	139.2	142.6	140.7	135.8	131.0	131.0	131.5	134.3	135.0	125.0			
Paper and allied products	561.9	559.4	559.9	561.3	564.1	564.4	565.2	571.8	566.2	561.3	565.6	566.2	565.1	559.9	547.1		
Pulp, paper, and paperboard mills	273.1	274.0	275.4	273.4	278.9	278.2	278.2	277.7	276.9	277.9	272.6	270.9	273.8	269.4			
Paperboard containers and boxes	151.6	152.4	152.5	156.2	157.7	158.7	158.0	156.4	151.7	153.8	151.1	150.4	153.5	149.6			
Other paper and allied products	134.7	135.5	133.3	133.9	133.4	134.3	135.6	133.9	132.7	133.8	132.5	131.8	132.6	128.1			
Printing, publishing, and allied industries	888.1	883.8	883.3	878.5	882.6	882.6	871.0	884.8	882.8	882.8	882.8	882.8	882.8	882.3	882.3		
Newspapers	327.1	325.7	324.9	329.6	326.6	327.6	326.3	324.7	323.6	322.6	322.6	322.6	322.6	316.4			
Periodicals	63.9	64.2	64.7	64.5	64.7	65.0	65.0	63.7	61.7	60.9	60.6	60.9	62.4	61.5			
Books	61.3	61.1	60.2	60.1	59.7	59.6	59.5	59.5	57.1	57.1	57.2	57.5	58.0	55.0			
Commercial printing	230.4	229.1	229.2	230.0	228.8	228.0	227.7	223.2	222.2	222.9	222.6	220.4	221.7	224.0	220.7		
Lithographing	68.0	67.3	65.5	66.9	67.9	67.5	67.3	66.2	65.6	66.0	66.2	66.1	66.3	65.7			
Greeting cards	20.0	19.9	19.6	21.6	23.0	22.8	22.1	21.3	20.9	20.8	20.0	19.9	20.8	20.8	20.0		
Bookbinding and related industries	47.7	47.5	46.8	46.8	47.9	47.6	47.2	45.8	46.0	46.1	45.0	46.2	44.8				
Miscellaneous publishing and printing services	67.4	68.5	67.9	68.0	68.6	68.4	68.1	67.8	68.0	67.7	67.9	67.9	68.0	68.4			
Chemicals and allied products	878.1	869.6	864.6	860.5	861.9	862.1	861.1	860.8	854.2	847.5	843.2	844.4	848.4	847.8	830.9		
Industrial inorganic chemicals	104.0	103.7	103.6	103.9	104.0	103.6	104.2	104.1	103.6	102.2	101.6	101.4	102.5	102.2			
Industrial organic chemicals	236.9	234.9	234.0	232.9	231.1	230.8	232.1	232.2	230.8	232.2	232.2	231.9	232.6	231.6			
Drugs and medicines	105.8	105.2	105.6	105.3	104.9	104.4	104.9	104.9	104.8	104.8	103.2	101.4	103.6	104.0	102.9		
Soap, cleaning and polishing preparations	52.7	52.4	51.5	51.7	51.4	51.5	51.5	51.6	51.0	50.9	50.6	50.7	51.0	49.3			
Paints, pigments, and fillers	76.8	76.9	76.5	76.4	76.4	77.1	75.7	76.2	75.9	75.7	75.6	75.5	75.5	75.0			
Gum and wood chemicals	7.7	7.9	7.8	7.8	7.7	7.8	7.8	7.7	7.7	7.8	7.7	7.7	7.7	7.8			
Fertilizers	89.3	87.2	85.9	85.0	84.1	84.4	85.0	85.0	82.4	81.6	84.1	84.6	85.6	85.6	85.6		
Vegetable and animal oils and fats	39.3	40.1	40.8	42.7	43.7	43.7	43.9	41.7	38.0	37.3	37.7	37.7	38.8	40.0	38.5		
Miscellaneous chemicals	107.1	106.3	104.7	106.2	108.2	107.2	107.5	106.1	105.3	104.8	103.9	103.9	104.6	101.0	101.0		
Products of petroleum and coal	231.8	232.2	232.4	231.0	232.2	231.7	220.7	231.7	220.9	237.5	228.8	237.2	226.6	233.4	228.2		
Petroleum refining	183.8	184.1	183.8	184.2	182.9	184.0	184.4	183.2	189.8	190.2	186.8	188.0	186.2	192.1			
Coke, other petroleum and coal products	48.4	48.3	48.1	48.0	48.8	45.7	46.3	46.7	48.2	48.1	47.7	47.7	47.2	48.1			
Rubber products	263.5	267.5	269.0	270.1	273.2	273.5	294.7	264.0	255.8	231.9	237.0	259.8	237.2	257.3			
Tires and inner tubes	105.1	104.0	105.3	105.5	107.0	108.0	105.4	106.7	97.0	79.5	93.1	101.6	104.4				
Rubber foot wear	22.8	23.0	23.1	22.6	23.7	23.3	22.7	22.7	22.5	22.9	21.8	17.2	22.0	20.9			
Other rubber products	139.6	142.0	140.8	140.4	142.9	142.3	156.6	134.8	136.6	136.6	136.6	136.6	136.6	136.2	122.9		
Leather and leather products	359.3	370.2	370.9	372.5	372.6	372.0	376.1	379.7	375.1	374.4	365.4	364.5	372.2	357.3			
Leather, tanned, curried, and finished	34.5	34.8	35.6	35.8	35.9	35.0	36.0	37.1	36.9	37.4	37.3	37.3	37.1	37.1			
Industrial leather belting and packing	4.8	5.0	5.0	4.9	5.0	5.1	5.2	5.2	5.0	5.1	4.9	4.9	4.9	4.9			
Boot and shoe cut stock and findings	19.8	19.9	20.1	19.5	19.3	18.9	19.6	19.5	19.6	19.6	19.0	19.2	19.0	19.4	18.3		
Foot wear (except rubber)	246.8	248.0	249.8	249.4	246.5	244.7	248.8	243.8	243.8	242.2	242.2	244.6	244.6	248.9	228.1		
Luggage	15.4	15.1	15.0	15.1	15.5	16.2	16.1	15.7	15.5	15.5	15.5	15.3	15.3	15.3	15.0		
Handbags and small leather goods	33.4	33.3	31.7	32.4	33.6	34.1	33.2	32.2	32.2	30.2	28.8	27.5	31.2	28.9			
Gloves and miscellaneous leather goods	15.8	14.8	12.7	15.4	16.9	16.8	17.0	16.7	15.7	15.7	15.7	14.6	15.4	14.0			

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1960				1959								Annual average			
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
Transportation and public utilities	3,923	3,900	3,887	3,882	3,940	3,912	3,910	3,927	3,922	3,949	3,944	3,914	3,879	3,902	3,903	
Transportation	2,586	2,569	2,553	2,562	2,571	2,568	2,574	2,562	2,589	2,602	2,576	2,542	2,559	2,531	2,531	
Interstate railroads	903	6	899	7	900	6	919	7	898	0	893	0	906	1	924	9
Class I railroads	789	0	785	3	793	0	796	3	784	0	797	2	819	6	846	2
Local railways and busines	91	0	90	9	91	2	91	8	91	7	92	1	92	0	92	2
Trucking and warehousing	882	0	878	0	872	0	892	6	898	1	881	2	854	7	855	7
Other transportation and services	662	5	684	7	681	1	694	2	688	4	685	2	694	1	687	2
Buslines, except local	38	3	38	4	39	4	39	4	39	7	40	2	41	6	42	3
Air transportation (common carrier)	152	0	152	2	152	1	150	8	150	2	149	2	148	0	146	6
Pipe-line transportation (except natural gas)	24	2	24	2	24	6	24	7	24	8	25	2	25	6	25	0
Communication	738	738	737	736	739	741	741	746	748	750	744	742	742	743	771	771
Telephone	700	2	699	2	698	0	701	1	702	9	707	7	710	8	704	0
Telegraph	36	8	36	7	36	9	37	5	37	2	37	2	37	3	36	9
Other public utilities	599	593	597	597	599	600	601	607	612	610	608	606	605	600	601	601
Gas and electric utilities	569	2	574	0	574	0	575	7	576	7	577	5	583	6	588	5
Electric light and power utilities	253	9	253	8	254	1	254	7	254	9	255	1	260	2	254	9
Gas utilities	153	1	153	2	152	9	153	7	153	7	155	3	166	6	154	6
Electric light and gas utilities combined	162	2	167	0	167	6	168	1	168	8	170	2	171	4	170	0
Local utilities, not elsewhere classified	23	5	23	2	23	1	23	1	23	2	23	7	24	0	23	6
Wholesale and retail trade	11,540	11,314	11,329	11,424	12,345	11,723	11,551	11,464	11,360	11,324	11,352	11,234	11,136	11,385	11,141	
Wholesale trade	3,112	3,108	3,114	3,113	3,155	3,141	3,121	3,097	3,081	3,069	3,054	3,026	3,024	3,070	3,013	
Wholesalers, full-service and limited-function	1,850	3	1,852	9	1,852	7	1,882	9	1,868	8	1,847	9	1,836	0	1,820	6
Automotive	139	3	138	7	138	0	139	2	138	6	138	4	139	2	137	3
Grocery, food specialties, beer, wines, and liquors	318	0	316	1	317	9	321	3	320	9	314	0	311	2	305	5
Electrical goods, machinery, hardware, and plumbing equipment	454	6	454	8	453	3	456	4	455	1	454	5	459	9	453	8
Other full-service and limited-function wholesalers	638	4	643	3	643	5	646	0	646	3	647	2	643	1	642	0
Wholesale distributors, other	1,257	5	1,260	8	1,260	1	1,272	1	1,271	8	1,263	0	1,248	8	1,245	2
Retail trade	8,428	8	8,206	8	8,215	1	8,190	9	8,582	8	8,430	8	8,367	7	8,279	8
General merchandise stores	1,493	7	1,401	6	1,402	3	1,464	0	1,226	3	1,456	2	1,407	6	1,396	7
Department stores and general mail-order houses	802	3	808	3	842	7	1,294	3	1,053	8	976	7	931	2	905	9
Other general merchandise stores	809	3	804	0	804	0	730	7	674	5	544	1	532	0	502	1
Food and liquor stores	1,641	4	1,631	0	1,634	8	1,629	1	1,663	3	645	6	627	0	612	1
Grocery, meat, and vegetable markets	1,199	4	1,197	0	1,196	2	1,218	1	1,209	3	1,181	1	1,172	1	1,161	0
Dairy product stores and dealers	217	9	223	3	216	6	227	8	219	1	217	6	213	0	224	1
Other food and liquor stores	804	1	801	1	799	7	814	8	803	8	802	2	799	1	806	0
Automotive and accessories dealers	665	4	583	1	609	1	744	0	634	3	621	2	603	1	596	0
Apparel and accessories stores	3,823	4	3,787	2	3,792	1	3,807	3	3,843	3	3,869	8	3,887	2	3,897	6
Other retail trade	394	9	396	7	397	3	417	0	405	1	398	5	395	6	390	5
Furniture and appliance stores	382	3	383	3	390	6	418	4	389	8	385	4	387	8	388	0
Drug stores	382	3	383	3	390	6	418	4	389	8	385	7	384	3	384	3
Finance, insurance, and real estate	2,467	2	2,444	2	2,439	2	2,438	2	2,435	2	2,441	2	2,452	2	2,474	2
Banks and trust companies	661	6	657	5	652	2	653	0	650	4	647	5	651	1	649	8
Security dealers and exchanges	98	6	99	2	97	9	97	7	96	9	98	7	96	7	95	1
Insurance carriers and agents	919	8	917	3	910	3	916	9	908	4	909	9	914	1	902	4
Other finance agencies and real estate	762	7	764	9	768	5	773	7	779	7	788	7	802	8	794	1
Service and miscellaneous	6,642	6	6,508	6	6,484	6	6,474	6	6,547	6	6,593	6	6,614	6	6,623	6
Hotels and lodging places	457	6	459	6	452	7	463	4	470	4	476	1	522	2	602	7
Personal services	304	6	305	7	307	2	309	0	310	6	312	2	313	4	315	8
Laundries	169	4	170	1	171	9	173	4	174	4	169	6	165	6	172	0
Cleaning and dyeing plants	175	3	178	0	178	9	185	6	190	0	194	2	195	9	192	9
Motion pictures	8,555	8	8,531	8	8,434	8	8,288	8	8,635	8	8,331	8	8,274	8	7,837	8
Government	2,334	2	2,331	2	2,153	2	2,151	2	2,492	2	2,192	2	2,168	2	2,164	2
Federal ³	2,303	6	1,225	3	1,223	6	2,464	2	1,164	7	1,210	9	1,236	2	1,255	2
Executive	919	0	922	0	921	3	924	6	928	3	931	4	934	4	941	5
Department of Defense	515	8	513	0	513	3	563	6	563	4	557	5	551	2	549	4
Post Office Department	832	8	652	1	648	7	676	5	678	9	658	3	651	2	662	4
Other agencies	22	5	22	4	22	5	22	5	22	5	22	6	22	7	22	7
Legislative	4	9	4	9	4	8	4	8	4	8	4	8	4	8	4	8
Judicial	6,221	6	6,200	6	6,190	6	6,137	6	6,143	6	6,139	6	6,106	5	5,994	5
State	1,560	1	1,559	8	1,550	2	1,555	4	1,555	6	1,550	1	1,517	9	1,467	9
Local	4,639	4	4,630	1	4,586	3	4,587	6	4,882	9	4,555	8	4,476	2	4,162	4
Education	2,985	3	2,990	9	2,947	3	2,948	7	2,945	0	2,906	4	2,746	1	2,330	0
Other	3,210	7	3,199	0	3,189	2	3,194	3	3,193	5	3,200	0	3,248	0	3,300	3

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than one establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data relate to civilian employees who worked on, or received pay for, the last day of the month.

⁴ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

Source: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Industry	1960						1959						Annual average		
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Mining	525	527	518	527	519	481	479	494	562	565	555	547	532	572	
Metal	78.9	73.4	60.5	57.2	54.9	33.7	34.0	45.1	80.1	80.9	80.0	79.4	65.1	76.5	
Iron	29.0	28.6	28.4	28.2	25.9	5.3	5.3	6.0	30.2	30.5	30.2	29.3	22.7	26.1	
Copper	24.8	21.1	8.5	5.6	5.5	6.1	6.4	14.4	23.3	23.6	25.2	25.1	18.0	23.4	
Lead and zinc	10.9	10.1	9.9	9.8	9.3	9.8	10.4	10.2	10.2	10.0	9.9	10.0	10.5	10.5	
Anthracite	12.4	12.9	13.9	14.1	14.3	14.3	13.9	13.8	15.8	13.6	13.3	13.5	14.6	18.5	
Bituminous coal	152.0	154.1	154.4	155.1	144.9	128.5	119.0	118.6	152.5	158.5	157.2	156.0	149.2	173.8	
Crude-petroleum and natural-gas production	197.9	199.8	202.7	208.3	200.6	209.4	215.7	219.0	218.6	216.8	210.0	206.9	210.2	211.1	
Petroleum and natural-gas production (except contract services)	102.3	103.3	103.9	104.6	104.8	105.2	107.6	109.3	106.4	107.3	104.7	105.0	106.1	112.9	
Nonmetallic mining and quarrying	84.1	85.3	86.1	92.6	95.3	95.3	95.4	97.3	95.8	95.0	94.5	91.8	92.5	91.9	
Contract construction	1,909	1,989	2,047	2,289	2,445	2,551	2,637	2,599	2,632	2,583	2,441	2,276	2,372	2,278	
Nonbuilding construction	339	353	360	439	507	554	581	606	604	604	570	493	506	497	
Highway and street construction	136.4	142.9	145.2	195.2	245.0	283.8	303.4	320.1	315.6	307.2	283.2	226.8	245.6	231.1	
Other nonbuilding construction	202.2	210.4	214.9	243.8	261.8	269.9	277.5	285.6	290.1	297.2	286.8	264.0	260.5	263.1	
Building construction	1,570	1,636	1,687	1,850	1,938	1,997	2,056	2,098	2,026	1,979	1,871	1,782	1,866	1,781	
General contractors	511.9	542.2	564.0	629.0	667.6	703.8	729.2	750.9	737.2	724.3	679.5	647.9	662.4	658.1	
Special-trade contractors	1,058.2	1,093.6	1,123.2	1,220.9	1,270.4	1,293.4	1,326.6	1,342.1	1,288.4	1,254.6	1,191.1	1,134.2	1,203.2	1,122.6	
Plumbing and heating	224.8	230.3	239.3	251.5	252.3	265.2	270.5	274.6	264.6	256.2	248.2	244.3	252.8	247.0	
Painting and decorating	159.2	159.3	163.1	184.6	201.3	207.4	218.8	225.4	218.3	197.2	180.3	155.8	181.7	153.3	
Electrical work	128.6	132.0	134.4	138.8	142.0	144.5	147.9	148.4	142.8	140.7	134.2	127.3	138.3	128.2	
Other special-trade contractors	545.5	572.0	586.4	646.0	669.8	676.3	688.9	697.2	662.7	650.5	628.4	607.1	630.4	584.1	
Manufacturing	12,341	12,444	12,494	12,466	12,274	21,201	12,373	12,173	12,433	12,154	12,259	12,167	12,237	11,658	
Durable goods	7,125	7,269	7,268	7,230	7,173	8,022	6,785	6,847	6,679	7,161	7,248	7,159	7,022	6,955	
Nondurable goods	5,216	5,235	5,226	5,293	5,352	5,415	5,226	5,494	5,273	5,276	5,180	5,142	5,282	5,151	
Durable goods	75.5	74.5	74.7	74.3	74.0	72.9	73.4	73.5	71.1	72.2	72.9	73.0	72.4	68.4	
Ordnance and accessories	550.4	560.6	561.4	583.6	599.3	612.0	619.7	628.4	627.0	623.8	633.8	608.1	591.1	586.8	
Lumber and wood products (except furniture)	82.4	85.5	86.5	95.4	96.5	101.2	101.7	107.8	108.6	105.2	89.6	77.2	92.3	80.1	
Logging camps and contractors	274.9	276.7	277.0	286.3	294.8	300.0	304.2	305.2	302.2	302.4	293.5	285.4	291.5	283.6	
Sawmills and planing mills	109.1	110.5	110.3	113.6	116.7	120.6	123.6	125.5	125.4	124.1	130.0	115.2	117.7	106.5	
Millwork, plywood, and prefabricated structural wood products	38.2	38.3	38.3	38.3	38.1	38.6	39.7	39.7	39.4	41.0	41.8	41.2	40.6	40.6	
Wooden containers	49.4	49.6	49.3	51.6	50.0	50.3	50.5	50.5	49.8	49.8	49.5	49.5	49.4	46.0	
Miscellaneous wood products	326.0	327.6	327.4	327.8	327.2	328.6	329.1	329.9	319.5	320.7	317.7	316.5	321.2	297.8	
Furniture and fixtures	243.0	244.0	244.0	246.9	246.6	247.2	246.3	242.2	237.9	238.0	237.7	237.7	240.8	220.1	
Office, public building, and professional furniture	37.6	37.2	36.8	36.7	36.6	37.5	37.8	37.7	35.9	36.0	34.8	34.8	35.9	34.2	
Partitions, shelving, lockers, and fixtures	26.4	27.0	27.4	27.1	26.7	24.7	24.9	24.6	26.8	26.7	25.7	25.1	25.6	25.6	
Screens, blinds, and miscellaneous furniture and fixtures	19.7	19.4	19.2	18.1	17.3	19.2	20.1	19.4	18.9	20.0	19.5	18.9	18.9	17.4	
Stone, clay, and glass products	449.3	443.7	442.6	452.4	457.1	458.2	469.2	468.3	463.8	465.8	453.8	444.3	449.1	417.8	
Flat glass	31.1	32.0	32.2	32.8	32.1	32.6	30.4	28.8	28.8	29.2	29.3	28.7	28.7	23.5	
Glass and glassware, pressed or blown	88.6	87.5	84.7	85.9	87.2	83.0	88.6	87.4	85.7	88.1	85.8	83.8	84.7	80.5	
Glass products made of purchased glass	14.1	14.5	14.5	14.8	15.2	15.6	15.5	15.8	14.8	14.8	14.6	14.8	15.0	13.8	
Cement, hydraulic	31.7	31.0	32.5	32.9	34.3	33.7	33.8	36.8	36.8	36.0	35.8	35.2	34.7	34.6	
Structural clay products	62.1	62.6	63.1	66.0	67.2	67.5	67.5	68.7	68.5	68.4	66.8	65.5	65.5	63.4	
Pottery and related products	42.7	42.4	41.9	42.0	43.0	43.1	43.5	42.8	42.4	42.4	40.3	39.6	41.3	37.6	
Concrete, gypsum, and plaster products	86.8	87.7	87.8	91.7	94.0	97.2	101.0	101.7	99.2	99.2	94.2	94.3	96.9	92.6	
Concrete and stone products	14.9	15.0	14.9	15.3	15.6	15.9	16.0	16.1	15.9	15.7	15.6	15.6	15.6	15.7	
Miscellaneous nonmetallic mineral products	71.7	72.5	71.0	70.5	68.4	69.6	70.9	70.4	71.5	72.2	70.9	69.4	69.6	62.3	
Primary metal industries	1,016.1	1,040.8	1,051.5	1,048.3	1,038.8	975.0	602.3	611.0	628.0	1,038.4	1,006.5	1,051.8	1,037.4	918.4	891.0
Blast furnaces, steel works, and rolling mills	526.7	531.6	531.6	527.7	493.2	118.8	123.3	122.4	521.2	543.1	536.8	520.9	416.6	436.8	
Iron and steel foundries	194.8	198.8	197.7	197.6	183.2	194.2	195.6	194.1	197.7	199.8	195.9	194.3	192.2	167.4	
Primary smelting and refining of nonferrous metals	43.9	42.5	40.7	37.4	32.4	32.9	33.3	43.2	44.5	44.1	42.8	42.1	40.0	43.2	
Secondary smelting and refining of nonferrous metals	9.2	9.3	9.4	9.2	8.8	8.8	8.8	9.4	9.4	9.4	9.3	9.1	9.1	8.2	
Rolling, drawing, and alloying of nonferrous metals	87.0	87.4	88.1	89.1	89.1	89.9	90.5	89.8	92.2	92.7	91.6	90.1	89.2	89.6	
Nonferrous foundries	53.6	55.2	55.4	55.2	54.3	55.7	54.3	52.9	52.5	53.4	53.0	52.8	53.3	46.4	
Miscellaneous primary metal industries	125.6	126.7	125.4	122.6	114.0	102.0	105.2	106.2	120.9	124.0	122.4	120.8	116.0	108.4	
Fabricated metal products (except ordnance, machinery, and transportation equipment)	837.3	833.9	833.3	836.6	840.9	799.9	811.8	841.4	815.2	840.9	805.8	832.5	839.0	795.8	
Tin cans and other tinware	50.8	50.3	50.8	49.1	48.2	49.1	57.7	56.6	55.0	55.4	53.4	51.4	51.9	50.6	
Cutlery, handtools, and hardware	109.3	111.7	111.9	110.2	95.0	101.0	110.0	106.3	104.4	108.4	107.0	106.8	106.2	100.1	
Heating apparatus (except electric) and plumbers' supplies	88.7	89.5	89.0	86.8	86.2	93.1	94.0	92.9	89.2	91.5	90.0	88.8	88.5	83.3	
Fabricated structural metal products	200.1	200.7	199.5	199.3	192.8	181.4	190.2	195.6	221.5	220.7	215.2	210.9	203.4	220.0	
Metal stamping, coating, and engraving	202.0	207.1	202.4	196.2	179.5	193.9	194.4	177.1	186.0	191.5	190.1	187.1	187.8	169.4	
Lighting fixtures	39.5	39.8	39.4	39.0	38.8	40.5	40.4	38.2	38.2	38.9	38.2	38.4	38.2	34.2	
Fabricated wire products	48.6	49.2	48.7	47.7	45.8	43.4	43.8	41.8	44.9	46.5	46.5	45.4	45.4	41.7	
Miscellaneous fabricated metal products	114.9	115.0	114.9	112.6	110.6	108.5	108.9	106.6	109.0	113.6	111.3	109.6	108.9	96.5	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1960					1959					Annual average		1959	1958		
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.			
Manufacturing—Continued																
Durable goods—Continued																
Machinery (except electrical).....	1,186.8	1,191.6	1,191.0	1,178.8	1,166.0	1,135.9	1,146.8	1,167.1	1,137.7	1,149.4	1,167.0	1,152.6	1,126.2	1,134.1	1,099.3	
Engines and turbines.....	67.9	68.4	69.5	68.3	66.0	67.1	68.1	65.2	66.4	67.5	76.2	64.2	65.0	60.7	60.7	
Agricultural machinery and tractors.....	110.6	112.3	110.1	106.5	94.5	103.9	119.8	111.8	124.6	127.1	136.7	117.1	112.4	94.7	94.7	
Construction and mining machinery.....	92.0	91.4	89.9	88.7	84.7	85.6	90.1	90.7	94.1	95.5	93.5	90.1	86.0	82.4	82.4	
Metalworking machinery.....	194.9	192.1	190.7	189.7	186.7	184.0	182.1	176.1	175.5	176.3	174.0	171.7	175.6	162.1	162.1	
Special-industry machinery (except metalworking machinery).....	123.4	123.3	121.4	120.7	120.2	118.2	119.1	116.3	114.9	115.6	113.1	112.0	110.4	108.5	108.5	
General industrial machinery.....	149.1	149.8	146.4	146.2	146.0	146.6	146.1	146.5	143.1	143.3	145.1	138.4	141.9	138.1	138.1	
Office and store machines and devices.....	92.6	92.1	92.6	92.7	92.0	91.6	90.4	88.6	87.7	90.2	89.4	89.1	89.7	84.0	84.0	
Service-industry and household machines.....	150.4	149.2	145.4	140.9	136.3	138.4	138.3	138.0	128.3	141.1	140.2	138.7	138.1	122.2	122.2	
Miscellaneous machinery parts.....	210.7	213.4	212.8	212.3	209.5	211.4	211.6	204.5	204.8	210.4	207.0	204.9	206.0	185.6	185.6	
Electrical machinery.....	862.2	880.6	890.0	892.1	891.6	893.3	888.4	849.6	835.9	832.5	814.2	802.5	830.7	760.1	760.1	
Electrical generating, transmission, distribution, and industrial apparatus.....	287.9	289.0	287.8	284.7	275.4	281.6	296.5	281.3	277.8	272.1	265.1	273.7	247.8	247.8	247.8	
Electrical appliances.....	30.5	30.0	29.8	29.8	29.9	30.6	30.0	28.4	27.3	27.5	27.8	28.2	25.2	25.4	25.4	
Insulated wire and cable.....	22.3	22.5	22.9	22.7	22.2	22.1	21.5	21.1	20.4	21.4	21.5	21.7	21.6	19.3	19.3	
Electrical equipment for vehicles.....	55.9	60.9	60.3	58.5	54.0	57.9	56.7	45.7	52.9	54.3	54.3	55.6	54.4	47.0	47.0	
Electric lamps.....	26.0	25.9	25.0	25.8	25.6	25.5	24.8	24.0	23.8	23.7	23.2	22.9	23.9	22.5	22.5	
Communication equipment.....	419.9	426.3	429.5	433.8	437.2	430.2	412.8	397.9	391.8	380.4	375.9	401.6	365.4	365.4	365.4	
Miscellaneous electrical products.....	35.3	35.4	35.9	37.2	37.8	38.3	38.7	36.3	35.8	35.9	34.9	34.8	36.3	32.7	32.7	
Transportation equipment.....	1,177.6	1,220.5	1,244.8	1,238.7	1,172.1	1,126.0	1,207.8	1,199.8	1,182.1	1,207.4	1,224.0	1,232.9	1,199.1	1,184.0	1,184.0	
Motor vehicles and equipment.....	651.9	675.2	657.7	592.7	439.0	595.9	591.7	622.5	596.3	598.1	599.6	594.3	574.2	480.0	480.0	
Aircraft and parts.....	406.7	411.7	416.1	422.1	428.8	435.2	445.3	444.5	445.6	451.3	458.5	463.5	451.1	479.3	479.3	
Aircraft.....	233.3	237.5	240.8	243.7	249.0	254.0	262.7	263.7	264.8	266.0	273.6	278.8	268.1	291.5	291.5	
Aircraft engines and parts.....	84.0	83.2	83.2	84.9	85.6	85.6	83.7	83.7	86.4	86.8	87.0	87.5	86.5	89.9	89.9	
Aircraft propellers and parts.....	8.6	8.4	8.5	8.4	8.3	8.7	8.9	8.9	9.2	9.3	9.4	9.4	9.1	12.2	12.2	
Other aircraft parts and equipment.....	80.8	82.6	83.6	85.1	85.5	86.7	88.1	88.2	88.2	88.2	88.5	88.6	88.5	85.7	85.7	
Ship and boat building and repairing.....	109.2	108.7	120.8	116.3	117.3	107.0	107.1	116.5	120.5	124.3	126.4	128.5	118.5	121.4	121.4	
Shipbuilding and repairing.....	87.5	87.4	100.2	96.2	98.1	88.6	89.8	100.1	102.3	103.5	105.2	104.7	99.9	105.1	105.1	
Boatbuilding and repairing.....	21.7	21.3	20.6	20.1	19.4	18.4	17.3	16.4	18.2	20.8	21.2	20.8	18.9	16.3	16.3	
Railroad equipment.....	44.3	41.5	37.2	33.3	32.2	34.0	38.8	42.8	43.2	41.7	40.1	37.6	37.1	36.1	36.1	
Other transportation equipment.....	8.4	7.7	6.9	7.7	8.5	9.1	9.1	8.8	8.6	8.3	8.1	7.2	7.2	7.2	7.2	
Instruments and related products.....	231.1	230.9	231.3	230.5	232.2	231.9	231.9	230.7	224.0	220.8	223.8	218.6	218.0	222.3	206.3	206.3
Laboratory, scientific and engineering instruments.....	36.0	36.1	36.2	37.4	37.2	36.9	36.5	35.1	35.5	35.0	34.7	34.1	35.1	31.8	31.8	
Mechanical measuring and controlling instruments.....	67.2	67.3	65.9	65.0	64.4	65.8	65.1	63.5	62.9	63.9	60.5	59.8	62.4	55.8	55.8	
Optical instruments and lenses.....	12.5	12.1	12.1	11.5	12.0	11.6	11.2	10.8	10.3	10.1	10.2	10.4	10.7	9.4	9.4	
Surgical, medical, and dental instruments.....	30.2	30.1	29.7	30.0	29.5	29.0	29.2	28.4	27.7	29.4	28.8	28.4	28.7	27.3	27.3	
Ophthalmic goods.....	21.9	22.1	22.2	22.4	22.3	22.0	21.9	20.9	20.1	20.2	20.0	19.7	20.6	18.4	18.4	
Photographic apparatus.....	35.8	39.0	39.6	40.5	40.5	39.8	40.0	39.7	39.5	39.3	38.8	38.5	39.3	39.7	39.7	
Watches and clocks.....	24.3	24.6	24.7	25.4	26.0	26.8	26.5	25.6	24.8	25.6	25.6	25.0	22.8	22.8	22.8	
Miscellaneous manufacturing industries.....	393.1	391.7	387.5	379.1	393.0	414.8	420.0	416.6	400.7	380.2	385.3	378.5	372.4	386.6	381.0	
Jewelry, silverware, and plated ware.....	37.1	36.7	36.6	37.8	37.3	38.2	38.1	37.3	36.2	34.5	35.5	34.9	36.1	34.5	34.5	
Musical instruments and parts.....	16.1	16.2	16.3	16.7	16.7	16.7	16.0	15.8	12.3	12.6	14.6	14.8	15.0	13.6	13.6	
Toys and sporting goods.....	67.2	62.7	59.0	64.6	60.7	63.9	65.1	60.1	72.6	73.7	69.4	65.6	70.7	67.5	67.5	
Pens, pencils, other office supplies.....	22.0	23.1	22.2	22.4	24.1	24.3	24.1	23.8	22.9	22.7	22.4	22.4	22.8	22.8	22.8	
Costume jewelry, buttons, notions.....	40.6	50.0	48.7	49.4	49.5	50.6	50.7	50.7	47.7	47.9	47.0	46.7	48.5	46.4	46.4	
Fabricated plastics products.....	74.8	76.2	77.5	76.3	77.0	77.2	76.4	73.4	71.6	72.3	71.1	71.4	72.9	64.8	64.8	
Other manufacturing industries.....	123.8	122.6	120.4	125.3	128.2	127.2	127.0	121.8	118.6	120.0	117.7	116.6	120.3	111.9	111.9	
Nondurable goods																
Food and kindred products.....	953.0	934.5	935.6	954.0	989.5	1,031.8	1,080.1	1,162.0	1,176.0	1,061.7	1,020.6	974.1	988.3	1,025.3	1,035.3	
Meat products.....	233.7	237.2	240.6	244.8	243.6	233.4	229.0	249.3	245.2	244.5	241.5	238.8	240.6	243.5	243.5	
Dairy products.....	60.5	59.6	59.3	60.0	60.8	63.7	68.9	71.0	72.8	68.1	64.8	65.5	66.7	66.7	66.7	
Canning and preserving.....	135.7	134.1	136.5	149.6	177.0	225.0	316.2	314.8	218.6	170.7	170.7	168.6	162.1	164.9	164.9	
Grain-mill products.....	73.8	74.1	74.7	78.2	74.8	77.7	79.9	79.6	76.9	78.1	78.1	77.9	79.5	77.9	77.9	
Bakery products.....	160.1	160.9	160.6	162.7	165.7	165.7	165.0	165.6	162.5	162.3	159.6	158.6	162.1	164.9	164.9	
Sugar.....	19.2	20.3	29.4	35.8	39.0	36.8	23.8	22.2	22.2	20.1	19.4	20.5	20.3	25.9	25.9	
Confectionery and related products.....	56.8	57.8	58.4	62.9	64.0	64.6	63.3	59.4	54.2	57.0	54.5	55.8	59.4	51.6	51.6	
Beverages.....	105.3	103.2	104.1	103.8	113.4	117.6	120.7	118.4	115.8	116.0	112.2	107.2	111.8	112.4	112.4	
Miscellaneous food products.....	89.4	91.4	90.4	90.2	92.6	94.7	95.2	95.7	94.0	97.8	93.8	92.5	93.5	94.2	94.2	
Tobacco manufactures.....	69.4	71.3	76.4	78.2	80.9	82.2	92.8	98.4	89.7	67.2	69.9	69.0	68.7	78.9	80.1	
Cigarettes.....	32.2	32.4	32.5	32.8	32.8	32.5	32.6	32.8	30.5	32.4	31.9	31.8	32.1	31.5	31.5	
Cigars.....	24.1	24.8	23.8	25.6	25.7	25.8	23.5	25.2	24.1	25.4	25.4	25.6	25.4	27.4	27.4	
Tobacco and snuff.....	5.3	5.4	5.3	5.3	5.4	5.4	5.6	5.7	5.7	5.5	5.8	5.5	5.5	5.4	5.4	
Tobacco stemming and redrying.....	9.7	13.8	16.6	17.6	18.3	20.1	34.7	26.0	6.9	6.3	6.1	6.9	15.8	15.8	15.8	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1960						1960						Annual average		
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Textile-mill products	864.0	863.4	859.5	859.7	867.4	873.6	885.3	889.6	896.7	872.1	882.8	874.3	869.2	873.9	880.8
Scouring and combing plants	4.7	5.1	5.1	4.9	4.8	5.1	5.2	5.3	5.2	5.1	5.1	5.1	4.5	5.0	4.7
Yarn and thread mills	68.0	68.3	69.0	69.8	100.4	101.9	102.2	103.0	102.7	103.1	102.1	101.5	101.5	99.7	99.7
Broad-woven fabric mills	368.6	366.8	368.0	369.9	370.2	371.5	371.5	371.5	367.7	371.3	370.2	369.5	370.5	372.4	372.4
Narrow fabrics and smallwares	26.1	26.0	26.1	25.8	25.8	25.9	26.3	26.2	26.1	26.6	26.1	25.9	25.9	23.9	23.9
Knitting mills	195.1	191.2	189.7	195.7	203.6	207.5	209.5	209.7	200.7	204.8	200.0	196.0	199.7	186.8	186.8
Dyeing and finishing textiles	77.0	77.3	77.4	77.4	77.3	77.5	77.5	76.5	76.5	76.4	77.6	76.5	76.4	73.7	73.7
Carpets, rugs, other floor coverings	38.3	39.0	38.8	38.6	38.5	39.1	38.8	38.0	38.0	38.0	38.0	38.4	38.9	36.7	36.7
Hats (except cloth and millinery)	8.9	8.6	9.1	9.2	8.9	8.4	9.0	9.1	8.7	9.0	9.0	8.7	8.9	9.0	9.0
Miscellaneous textile goods	46.7	47.2	46.5	46.6	46.1	45.4	48.6	47.1	46.6	47.3	46.5	46.8	46.9	43.9	43.9
Apparel and other finished textile products	1,087.2	1,110.4	1,111.1	1,090.8	1,102.5	1,107.0	1,100.0	1,108.2	1,102.7	1,047.5	1,067.9	1,055.0	1,084.5	1,080.0	1,027.0
Men's and boys' suits and coats	103.6	102.5	102.2	102.4	102.6	101.7	102.4	101.8	103.1	101.4	99.0	97.0	99.5	95.0	95.0
Men's and boys' furnishings and work clothing	321.2	319.2	316.2	318.4	321.1	320.4	320.5	318.6	310.5	303.6	309.8	308.5	303.9	303.9	303.9
Women's outerwear	322.7	319.8	311.1	313.8	311.2	309.5	305.2	311.3	293.3	299.4	302.2	302.7	308.0	302.7	302.7
Women's, children's undergarments	109.1	108.6	108.8	108.7	111.1	111.1	109.7	107.7	100.0	104.4	103.5	105.1	106.2	101.9	101.9
Millinery	21.2	20.1	17.1	16.2	15.0	16.1	16.4	17.1	16.4	11.5	11.7	14.8	16.3	15.7	15.7
Children's outerwear	66.1	66.2	65.7	64.5	64.8	64.8	66.2	66.0	66.0	68.5	65.6	62.0	64.3	65.1	65.1
Fur goods	4.8	5.0	5.0	5.8	7.3	7.7	7.4	6.8	7.8	7.5	7.2	6.4	7.1	8.2	8.2
Miscellaneous apparel and accessories	53.9	53.3	51.9	54.8	56.8	56.9	57.9	58.0	58.8	58.7	54.6	52.8	54.4	50.9	50.9
Other fabricated textile products	116.8	116.4	114.8	116.9	117.0	121.0	119.4	114.7	110.1	110.1	112.9	113.7	105.6	105.6	105.6
Paper and allied products	446.7	445.0	445.8	447.2	450.5	452.3	453.6	459.7	454.3	449.0	453.3	446.0	443.1	446.6	439.3
Pulp, paper, and paperboard mills	229.9	221.6	223.3	222.2	222.2	222.1	227.0	226.6	225.9	227.0	222.7	221.1	223.1	220.7	220.7
Paperboard containers and boxes	121.0	121.7	121.4	125.2	127.1	127.4	127.5	123.9	120.8	123.0	120.6	120.0	122.0	119.6	119.6
Other paper and allied products	103.1	102.5	103.1	103.1	104.1	105.4	103.8	102.3	103.8	102.7	102.0	102.6	102.6	99.0	99.0
Printing, publishing, and allied industries	570.2	568.0	565.1	562.4	570.6	570.2	569.8	569.8	558.2	552.1	554.9	552.9	552.2	557.5	545.4
Newspapers	162.6	161.5	161.5	161.5	165.8	163.6	164.1	163.8	161.0	159.9	160.7	160.9	160.6	161.0	157.2
Periodicals	27.6	27.4	27.4	27.4	27.5	27.6	27.4	27.4	26.0	25.3	25.8	26.4	27.0	26.6	25.5
Books	37.5	37.0	36.6	36.4	36.4	36.3	36.2	37.0	36.4	34.4	35.2	35.0	35.1	35.5	33.7
Commercial printing	185.7	184.4	185.0	185.5	184.4	185.8	183.8	183.4	179.0	178.5	178.0	176.7	178.2	180.2	177.5
Lithographing	81.5	80.7	84.9	80.3	81.5	81.1	81.0	80.1	81.7	80.9	80.1	81.1	81.1	80.1	80.1
Greeting cards	13.8	13.7	13.5	15.4	16.7	16.1	16.3	16.3	15.3	15.5	14.8	13.9	15.0	14.2	14.2
Bookbinding and related industries	37.4	37.2	36.4	36.8	36.7	37.5	37.7	37.2	36.0	36.3	36.4	36.2	36.3	35.0	35.0
Miscellaneous publishing and printing services	51.9	53.2	53.1	53.3	53.5	53.3	53.2	52.9	52.7	52.6	52.6	52.6	52.8	52.6	52.6
Chemicals and allied products	548.9	543.0	537.3	535.9	537.1	539.0	540.0	539.9	532.1	529.6	529.9	532.4	534.7	530.9	512.2
Industrial inorganic chemicals	69.1	68.8	69.1	69.1	69.7	69.2	69.4	69.2	68.9	68.1	67.9	67.5	68.4	67.3	67.3
Industrial organic chemicals	210.6	207.7	208.0	206.8	206.9	206.7	208.0	207.8	205.7	204.4	201.9	200.1	203.3	191.8	191.8
Drugs and medicines	57.5	57.0	57.6	57.3	56.9	56.9	57.6	57.5	57.3	56.8	54.9	57.3	57.1	57.6	57.6
Soap, cleansing and polishing preparations	30.7	30.4	30.2	30.2	30.1	30.4	30.8	30.6	30.2	30.3	30.1	30.4	30.2	30.1	30.1
Paints, pigments, and fillers	45.7	45.9	45.3	45.8	45.8	46.6	45.7	45.9	45.6	45.4	45.9	45.1	45.4	43.7	43.7
Gum and wood chemicals	6.3	6.5	6.4	6.4	6.3	6.3	6.4	6.3	6.4	6.1	6.3	6.2	6.3	6.4	6.4
Fertilizers	29.5	27.4	26.3	24.9	24.0	24.7	24.9	24.7	22.6	21.7	24.3	24.8	26.6	26.9	26.1
Vegetable and animal oils and fats	26.7	27.4	27.9	29.4	30.4	30.8	28.8	28.5	25.1	24.4	24.7	25.0	25.2	27.2	26.1
Miscellaneous chemicals	66.9	66.2	65.1	66.7	68.9	68.4	68.6	67.2	66.5	66.8	65.6	65.1	66.0	63.1	63.1
Products of petroleum and coal	155.3	155.0	154.9	154.1	154.5	153.7	150.5	152.9	150.7	158.2	160.4	159.2	160.3	155.4	157.0
Petroleum refining	117.1	116.1	116.4	116.4	114.9	115.5	117.1	114.7	120.4	121.5	121.8	118.4	121.2	117.0	117.0
Coke, other petroleum, and coal products	37.9	37.8	37.7	38.1	38.8	35.0	35.8	36.0	37.8	38.1	37.7	37.5	37.0	35.8	35.8
Rubber products	203.7	207.4	208.6	208.0	208.0	209.1	212.3	212.4	203.8	203.4	196.1	171.8	176.0	199.4	186.0
Tires and inner tubes	78.8	77.4	77.9	78.1	79.0	79.7	80.5	78.4	79.7	70.7	52.2	65.0	74.6	74.7	74.7
Rubber footwear	18.8	19.0	19.0	19.4	19.6	19.1	19.0	18.4	19.3	18.2	17.7	12.9	17.9	16.7	16.7
Other rubber products	109.8	112.2	111.1	110.5	110.5	113.5	112.9	107.0	103.4	107.2	101.9	97.1	106.9	94.6	94.6
Leather and leather products	317.5	328.2	328.8	329.0	331.5	331.0	331.0	335.4	339.3	334.6	333.9	325.4	324.2	331.6	317.7
Leather, tanned, curried, and finished	30.2	30.5	31.3	31.5	31.7	31.9	31.6	32.6	32.4	33.1	32.9	33.1	32.8	33.7	33.7
Industrial leather belting and packing	3.7	3.9	3.9	3.8	3.9	4.0	4.0	4.0	3.9	4.0	3.9	3.7	3.8	3.1	3.1
Boots and shoe cut stock and findings	17.4	17.9	18.1	17.4	17.4	16.9	16.9	17.8	17.6	17.9	17.3	17.1	17.4	16.2	16.2
Footwear (except rubber)	220.9	221.7	223.6	224.0	220.4	219.2	223.7	228.6	227.3	227.0	221.1	219.6	223.7	218.8	218.8
Luggage	13.1	12.8	12.6	12.8	13.2	14.0	13.8	13.4	13.2	13.0	13.0	13.0	13.0	12.6	12.6
Handbags and small leather goods	29.1	29.1	27.7	28.3	29.5	30.1	29.3	28.4	26.3	25.0	23.8	24.9	27.3	24.1	24.1
Gloves and miscellaneous leather goods	13.8	12.9	11.8	13.7	14.9	15.1	14.8	13.9	13.9	13.9	13.4	12.8	13.6	12.8	12.8

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1960				1959								Annual average		
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.		
Transportation and public utilities:															
Other public utilities	525	530	530	532	533	534	541	547	544	533	530	529	53.4	537	
Gas and electric utilities	504.0	509.4	509.9	511.3	512.8	513.5	520.1	525.3	522.6	512.0	509.6	508.0	513.0	516.4	
Electric light and power utilities	219.6	219.3	219.8	220.3	220.8	221.1	224.3	229.9	226.2	224.7	220.7	219.5	221.8	223.2	
Gas utilities	137.6	137.8	137.6	137.9	138.2	138.2	139.7	140.0	140.7	139.3	136.8	136.5	138.0	137.5	
Electric light and gas utilities combined	146.8	152.3	152.5	153.1	153.8	154.2	156.1	157.5	155.7	148.0	152.1	152.0	153.2	155.7	
Local utilities, not elsewhere classified	20.6	20.3	20.2	20.4	20.6	20.7	21.0	21.4	21.3	21.0	20.6	20.6	20.6	20.4	
Wholesale and retail trade:															
Wholesale trade	2,660	2,674	2,674	2,721	2,709	2,694	2,671	2,655	2,646	2,637	2,611	2,614	2,651	2,622	
Wholesalers, full-service and limited-function	1,604.8	1,607.9	1,608.5	1,643.0	1,633.1	1,623.4	1,612.9	1,601.8	1,589.4	1,584.4	1,564.4	1,558.9	1,588.8	1,586.7	
Automotive	120.3	120.1	119.9	121.3	120.9	120.8	120.6	121.1	119.6	118.1	115.7	114.3	117.5	116.0	
Groceries, food specialties, beer, wines, and liquors	283.4	281.0	282.9	287.2	287.2	280.1	277.9	272.6	273.1	274.1	271.9	273.2	276.9	272.2	
Electrical goods, machinery, hardware, and plumbing equipment	391.4	392.0	391.2	394.8	394.6	394.5	392.2	363.4	391.4	389.0	383.7	382.4	388.1	382.1	
Other full-service and limited-function wholesalers	809.5	814.8	814.5	839.7	830.4	828.0	822.3	814.7	805.3	803.2	793.1	789.0	806.3	772.4	
Wholesale distributors, other	1,064.0	1,066.5	1,065.8	1,078.1	1,075.1	1,070.8	1,058.1	1,082.7	1,058.1	1,052.1	1,047.0	1,054.0	1,061.8	1,054.9	
Retail trade:															
General merchandise stores	1,299.1	1,299.7	1,302.4	1,010.3	1,525.8	1,419.1	1,363.3	1,307.9	1,301.5	1,328.4	1,318.3	1,289.1	1,383.6	1,334.7	
Department stores and general mail-order houses	520.9	526.4	571.0	219.3	681.1	604.4	652.3	523.9	530.4	444.7	526.1	522.4	582.6	585.9	
Other general merchandise stores	478.2	473.3	491.4	700.0	544.7	514.7	504.0	474.0	471.1	481.7	482.2	466.7	501.0	478.8	
Food and liquor stores	1,500.2	1,500.3	1,496.4	1,532.9	1,516.0	1,498.1	1,484.8	1,477.5	1,468.4	1,489.9	1,482.4	1,477.5	1,485.3	1,483.2	
Grocery, meat, and vegetable markets	1,127.4	1,123.9	1,125.1	1,145.3	1,136.1	1,118.4	1,099.4	1,089.8	1,080.8	1,100.7	1,098.2	1,068.1	1,102.0	1,078.7	
Dairy-product stores and dealers	181.1	181.2	181.4	184.7	184.0	184.9	194.9	198.5	190.0	196.9	192.5	190.1	190.1	198.5	
Other food and liquor stores	191.7	195.2	189.9	203.5	195.2	194.8	190.5	189.2	188.1	192.3	191.7	191.7	193.2	206.0	
Automotive and accessories dealers	704.2	705.1	704.3	720.5	708.8	709.0	706.8	709.0	708.6	705.3	697.3	691.6	699.8	677.2	
Apparel and accessories stores	530.0	530.2	536.4	692.0	583.1	569.3	552.1	517.3	521.0	550.5	544.5	535.2	554.7	542.0	
Other retail trade (except eating and drinking places)	2,063.8	2,068.7	2,083.8	2,196.9	2,131.2	1,113.9	2,129.0	2,124.8	2,110.9	2,090.6	2,057.8	2,040.7	2,090.3	2,066.7	
Furniture and appliance stores	357.8	358.6	359.5	379.0	367.8	361.4	358.4	353.6	352.1	351.0	350.4	348.8	356.5	354.3	
Drug stores	361.4	361.8	368.4	393.3	369.1	365.0	368.7	364.8	363.1	355.3	349.4	343.7	357.7	337.0	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the aforementioned production operations.

Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations¹

[All items except average benefit amounts are in thousands]

Item	1960			1959									
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.
Employment service: ²													
New applications for work	836	828	875	707	823	762	744	686	756	913	711	726	742
Nonfarm placements	450	412	418	432	465	556	633	570	564	581	555	520	445
State unemployment insurance programs:													
Initial claims ³	1,387	1,265	1,621	1,648	1,801	1,197	936	1,011	1,228	973	880	1,086	1,123
Insured unemployment ⁴ (average weekly volume)	2,209	2,157	2,180	1,841	1,677	1,300	1,203	1,291	1,333	1,296	1,464	1,768	2,077
Rate of insured unemployment ⁵	5.7	5.5	5.6	4.9	4.4	3.4	3.1	3.4	3.5	3.4	3.8	4.5	5.3
Weeks of unemployment compensated ⁶	9,114	7,893	7,621	7,108	5,398	4,620	4,826	4,627	5,061	5,202	5,838	7,516	8,660
Average weekly benefit amount for total unemployment ⁷	\$32.30	\$32.26	\$31.90	\$31.91	\$32.21	\$30.81	\$30.49	\$29.70	\$29.10	\$29.23	\$29.45	\$30.02	\$30.38
Total benefits paid	\$257,142	\$247,835	\$235,202	\$219,466	\$168,344	\$136,586	\$141,800	\$133,444	\$142,803	\$142,910	\$162,011	\$213,722	\$250,808
Unemployment compensation for ex-service men: ^{8,9}													
Initial claims ⁹	29	27	31	31	26	27	24	25	27	23	19	26	28
Insured unemployment ⁹ (average weekly volume)	61	61	61	53	48	41	40	44	43	43	52	64	71
Weeks of unemployment compensated	272	247	241	229	175	160	174	176	181	158	222	257	298
Total benefits paid	\$8,345	\$7,570	\$7,427	\$6,966	\$5,297	\$4,825	\$5,207	\$5,238	\$5,349	\$5,564	\$6,533	\$8,459	\$8,736
Unemployment compensation for Federal civilian employees: ¹⁰													
Initial claims ¹⁰	12	13	17	14	14	13	12	11	15	12	10	13	13
Insured unemployment ¹⁰ (average weekly volume)	38	39	38	33	31	28	27	28	28	28	30	34	38
Weeks of unemployment compensated	173	159	146	144	117	112	117	114	115	121	126	151	162
Total benefits paid	\$5,730	\$5,265	\$4,820	\$4,713	\$3,815	\$3,668	\$3,685	\$3,602	\$3,578	\$3,801	\$3,921	\$4,716	\$5,082
Railroad unemployment insurance:													
Applications ¹¹	59	6	12	15	21	22	32	35	37	8	4	5	6
Insured unemployment (average weekly volume)	63	69	78	105	93	97	94	79	63	84	39	68	76
Number of payments ¹²	164	159	184	190	201	228	194	174	98	88	96	148	199
Average amount of benefit payment ¹³	\$77.35	\$79.10	\$80.57	\$80.82	\$80.61	\$82.50	\$84.31	\$83.16	\$75.22	\$72.13	\$62.36	\$62.72	\$65.47
Total benefits paid ¹⁴	\$13,374	\$13,754	\$16,582	\$19,206	\$21,693	\$25,510	\$26,078	\$27,314	\$18,918	\$21,202	\$8,641	\$9,090	\$12,477
All programs: ¹⁵													
Insured unemployment ¹⁵	2,370	2,326	2,359	2,006	1,853	1,470	1,370	1,451	1,477	1,414	1,863	1,936	2,282

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁴ Includes Puerto Rico and the Virgin Islands.⁵ Number of workers reporting the completion of at least 1 week of unemployment.⁶ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁷ Includes data for the Federal civilian employee program through June 1960.⁸ Includes data for the Federal civilian employee program for the period October 1958-June 1959.⁹ Excludes data on claims and payments made jointly with other programs.¹⁰ Revised.¹¹ Excludes data on claims and payments made jointly with State programs.¹² An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹³ Payments are for unemployment in 14-day registration periods.¹⁴ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁵ Adjusted for recovery of overpayments and settlement of underpayments.¹⁶ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCPE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

NOTE: Data on State UI initial claims differ from those published in the September 1959 issue, owing to the exclusion of transitional claims.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group¹

[Per 100 employees]

Major industry group	1960						1959						Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.		
	Accessions: Total ³														
Manufacturing.....	2.7	2.9	3.6	3.8	3.0	3.1	3.9	3.9	3.3	4.4	3.6	3.5	3.6	3.6	3.0
Durable goods.....	2.8	2.9	3.8	4.7	3.2	3.1	4.1	3.3	4.5	3.7	3.7	3.9	3.8	3.8	3.2
Ordnance and accessories.....	2.5	2.2	2.4	2.2	2.8	2.9	3.0	2.6	4.0	2.8	2.6	3.2	2.8	2.8	2.8
Lumber and wood products.....	4.4	3.5	3.6	2.4	3.1	3.6	4.5	4.6	5.0	7.4	8.2	6.1	4.6	4.7	4.1
Furniture and fixtures.....	3.3	3.3	3.9	2.9	3.0	3.8	4.8	5.3	4.5	4.8	4.1	3.6	4.0	3.4	3.4
Stone, clay, and glass products.....	2.1	2.5	2.6	1.9	2.8	2.5	2.7	3.3	2.9	4.5	3.1	3.1	3.5	3.1	2.9
Primary metal industries.....	1.6	2.2	2.7	2.7	2.2	2.2	2.8	2.4	1.8	2.8	2.7	3.3	4.1	2.9	2.8
Fabricated metal products.....	3.1	3.6	5.0	6.3	5.8	3.2	4.6	5.7	3.6	4.8	3.9	4.1	4.3	4.4	3.6
Machinery (except electrical).....	2.2	2.6	3.3	3.1	2.7	2.4	3.1	3.0	2.8	4.2	3.3	3.3	3.5	3.2	2.5
Electrical machinery.....	2.8	2.7	3.1	2.9	3.1	3.3	4.6	4.2	3.4	4.5	3.5	3.1	3.6	3.6	2.8
Transportation equipment.....	3.0	3.3	5.2	11.8	3.3	3.6	4.8	4.4	3.5	4.5	3.6	3.6	4.1	4.5	4.0
Instruments and related products.....	1.9	2.2	1.9	1.4	2.2	2.5	3.1	2.8	2.1	3.7	2.8	2.5	2.7	2.5	1.8
Miscellaneous manufacturing.....	4.8	4.2	5.8	2.6	2.8	4.7	6.3	6.8	5.4	5.2	4.5	4.9	5.1	4.8	4.0
Nondurable goods ⁴	2.5	2.8	3.1	2.1	2.6	2.9	3.5	3.6	3.4	4.3	3.4	3.1	3.0	3.1	2.7
Food and kindred products.....	2.9	3.3	3.9	2.7	3.8	3.9	4.5	4.8	4.2	5.5	4.7	3.9	3.8	4.1	3.5
Tobacco manufactures.....	1.4	1.4	1.4	.6	1.1	1.9	2.5	2.6	3.7	2.1	1.6	1.3	1.5	1.8	1.6
Textile-mill products.....	3.2	3.0	3.2	2.1	2.5	3.0	3.5	3.9	3.6	4.0	3.2	3.4	3.1	3.2	3.0
Apparel and other finished textile products.....	2.9	4.0	4.4	2.2	3.1	4.1	5.0	5.6	5.0	4.6	4.7	4.2	3.9	4.2	3.4
Paper and allied products.....	2.0	2.2	2.3	1.7	1.8	2.2	3.0	2.9	2.8	4.3	2.8	2.6	2.4	2.6	2.1
Chemicals and allied products.....	1.6	1.7	1.6	1.2	1.3	1.6	1.8	1.9	1.9	3.3	2.0	1.8	1.8	1.8	1.3
Products of petroleum and coal.....	.7	.6	.4	.5	.7	1.0	.8	.8	.8	1.9	1.0	1.3	2.0	1.0	.7
Rubber products.....	1.9	2.3	2.7	2.0	1.8	2.4	3.2	3.3	2.4	3.7	3.0	2.5	2.4	2.7	2.6
Leather and leather products.....	3.3	3.3	4.2	3.6	4.7	3.5	4.0	4.0	4.5	5.6	4.2	4.0	3.3	4.1	3.3
Nonmanufacturing:															
Metal mining.....	2.5	2.4	3.6	2.9	2.1	2.7	1.8	2.2	2.3	3.4	2.9	3.0	3.1	2.7	2.6
Anthracite mining.....	1.2	.7	1.8	.9	1.8	2.4	2.1	.5	1.5	1.0	1.9	1.6	3.3	1.6	1.6
Bituminous coal mining.....	1.1	1.3	1.7	4.1	8.8	1.5	2.1	2.0	1.4	.9	1.7	.8	1.3	2.3	1.2
Accessions: New hires															
Manufacturing.....	1.5	1.7	1.9	1.3	1.5	2.0	2.6	2.5	2.2	3.0	2.2	2.0	1.9	2.0	1.3
Durable goods.....	1.5	1.7	1.9	1.3	1.4	2.0	2.6	2.5	2.2	3.0	2.2	2.0	2.0	2.0	1.3
Ordnance and accessories.....	1.9	1.6	1.5	2.1	2.1	2.2	2.3	2.1	2.1	3.0	1.4	1.8	1.9	1.9	1.7
Lumber and wood products.....	3.0	2.4	2.3	1.7	2.3	2.9	4.1	4.1	4.6	6.2	6.3	4.3	3.4	3.7	2.7
Furniture and fixtures.....	2.4	2.2	2.4	1.5	2.0	3.0	4.0	4.3	2.8	3.4	2.6	2.2	2.4	2.8	1.7
Stone, clay, and glass products.....	.9	1.3	1.2	.8	1.0	1.8	2.0	2.2	2.0	3.3	2.1	1.7	1.6	1.8	.9
Primary metal industries.....	.8	1.2	1.4	1.0	.9	1.2	1.6	1.5	1.0	1.9	1.8	2.0	2.2	1.5	.5
Fabricated metal products.....	1.8	2.0	2.4	1.8	1.4	1.8	2.7	2.9	2.2	2.0	2.2	2.3	2.1	2.1	1.4
Machinery (except electrical).....	1.4	1.6	1.8	1.1	1.3	1.6	2.0	2.0	1.8	2.8	2.1	2.0	2.0	1.8	.9
Electrical machinery.....	1.7	1.7	1.8	1.4	1.8	2.5	3.3	3.0	2.3	3.0	2.0	1.7	2.0	2.2	1.4
Transportation equipment.....	1.0	1.6	2.0	1.5	.9	1.6	1.8	1.4	1.6	2.2	1.4	1.5	1.5	1.5	1.3
Instruments and related products.....	1.5	1.6	1.3	1.1	1.5	2.0	2.6	2.1	1.8	3.2	2.0	1.9	1.8	1.9	.9
Miscellaneous manufacturing.....	2.5	2.5	2.8	1.4	1.9	3.5	4.9	5.2	3.8	3.6	2.7	2.4	2.1	3.0	1.9
Nondurable goods ⁴	1.5	1.7	1.7	1.2	1.5	2.0	2.5	2.6	2.4	3.0	2.1	1.9	1.8	2.0	1.3
Food and kindred products.....	1.3	1.5	1.6	1.1	1.9	2.3	2.6	2.5	2.4	3.1	2.3	1.6	1.4	2.0	1.5
Tobacco manufactures.....	.6	.7	.7	.3	.7	1.2	1.8	1.3	1.8	1.3	.9	.8	.8	1.1	.8
Textile-mill products.....	1.7	1.8	1.7	1.2	1.5	2.0	2.6	2.7	2.7	2.2	2.2	1.9	2.1	2.1	1.5
Apparel and other finished textile products.....	2.3	2.7	2.9	1.5	2.3	3.0	3.9	4.3	3.7	3.2	2.9	3.2	3.0	3.0	1.8
Paper and allied products.....	1.2	1.5	1.5	1.0	1.3	1.8	2.4	2.3	2.1	3.4	2.1	1.8	1.6	1.9	1.3
Chemicals and allied products.....	1.2	1.2	1.0	.7	.9	1.3	1.4	1.5	1.5	2.6	1.3	1.1	1.1	1.3	.8
Products of petroleum and coal.....	.5	.3	.2	.2	.3	.6	.7	.6	.7	1.4	.7	.6	1.2	.6	.3
Rubber products.....	.8	1.3	1.6	.9	1.0	1.7	2.5	2.3	1.8	2.5	1.5	1.5	1.6	1.7	.8
Leather and leather products.....	1.8	1.7	2.5	1.9	2.0	2.1	2.6	2.8	3.4	4.1	2.6	2.5	2.0	2.6	1.7
Nonmanufacturing:															
Metal mining.....	1.4	1.1	1.6	1.1	1.1	1.5	1.3	1.7	1.3	1.9	1.4	1.5	1.3	1.4	.7
Anthracite mining.....	.4	.2	.3	.5	1.2	1.0	.1	(0)	(0)	(0)	.1	.2	(0)	.3	.4
Bituminous coal mining.....	.3	.5	.4	.3	.5	.6	.5	.6	.4	.2	.4	.3	.3	.4	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1960			1959										Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.			
	Separations: Total ³															
Manufacturing																
Durable goods	3.7	3.0	2.9	3.1	4.1	4.7	4.2	3.7	3.8	2.8	2.9	3.0	2.8	3.4	3.6	3.9
Ordnance and accessories	4.0	3.1	2.8	3.1	4.5	5.3	4.4	3.9	3.5	3.0	2.9	3.0	2.8	3.5	3.5	3.9
Lumber and wood products	2.2	1.7	2.1	1.4	1.7	2.3	2.2	1.8	2.8	2.3	2.4	2.4	2.3	2.9	2.9	2.9
Furniture and fixtures	5.3	3.4	3.9	4.6	5.1	5.0	5.9	6.0	4.9	3.8	4.2	4.7	4.2	4.6	4.2	4.2
Stone, clay, and glass products	3.0	3.8	3.9	3.1	3.5	4.8	5.5	4.3	4.0	3.3	3.4	3.2	2.9	3.7	3.7	3.7
Primary metal industries	3.8	2.6	2.8	2.9	3.4	4.5	3.4	3.1	2.4	2.1	2.0	2.1	2.1	2.8	3.5	3.5
Fabricated metal products	3.3	2.2	1.8	2.0	2.5	3.5	2.5	2.2	2.1	1.8	1.8	1.8	2.3	3.3	3.3	3.3
Machinery (except electrical)	4.1	3.9	3.1	3.0	5.6	9.1	4.8	4.4	4.2	3.7	3.3	3.5	3.2	4.3	4.3	4.3
Electrical machinery	2.7	2.4	2.2	2.2	3.0	3.7	3.7	2.7	2.7	2.4	2.5	2.4	2.1	2.7	3.3	3.3
Transportation equipment	3.9	3.1	3.0	2.7	2.8	3.4	3.7	2.8	2.7	2.5	2.7	2.5	2.8	2.8	3.1	3.1
Instruments and related products	6.0	3.9	3.0	3.8	9.5	8.9	8.0	6.0	5.0	3.8	3.8	4.1	3.9	5.2	5.1	5.1
Miscellaneous manufacturing	2.2	2.1	1.8	2.0	2.1	2.9	3.1	2.3	1.7	2.4	1.8	1.7	1.5	2.1	2.4	2.4
	4.2	3.9	4.3	7.9	6.6	5.1	5.6	4.3	3.8	4.2	4.2	3.6	4.7	4.7	4.7	4.7
Nondurable goods ⁴	3.0	2.8	3.0	2.9	3.2	3.5	4.1	3.4	2.9	2.6	2.8	2.9	2.7	3.0	3.0	3.0
Food and kindred products	4.2	3.8	4.1	4.1	4.4	4.9	5.3	4.0	3.5	3.3	3.3	3.5	3.8	4.0	3.8	3.8
Tobacco manufactures	1.9	1.9	2.7	1.9	1.3	1.7	2.1	1.9	2.7	1.6	2.0	2.1	1.6	1.9	2.1	2.1
Textile-mill products	3.0	3.0	3.1	3.3	3.3	4.0	4.1	3.7	3.2	2.8	3.5	3.2	2.8	3.3	3.4	3.4
Apparel and other finished textile products	3.3	3.3	4.0	3.3	3.8	4.0	4.8	4.6	4.0	3.3	3.7	4.1	3.3	3.8	3.8	3.8
Paper and allied products	2.3	2.3	2.6	2.4	2.6	2.8	4.1	3.2	2.4	2.4	2.2	2.2	1.9	2.6	2.4	2.4
Chemicals and allied products	1.4	1.2	1.6	1.5	1.6	1.7	2.7	1.8	1.8	1.3	1.4	1.3	1.4	1.6	1.8	1.8
Products of petroleum and coal	1.1	.7	1.0	1.0	1.3	1.1	1.7	1.1	1.3	1.0	.8	.9	1.4	1.1	1.3	1.3
Rubber products	4.0	2.8	2.4	2.7	3.6	2.7	3.0	2.5	2.8	2.2	2.4	2.4	2.1	2.5	2.7	2.7
Leather and leather products	5.1	4.2	3.7	3.3	3.8	5.2	5.2	4.7	3.9	3.6	3.6	3.9	3.9	3.9	3.7	3.7
	5.1	4.2	3.7	3.3	3.8	5.2	5.2	4.7	3.9	3.6	3.6	3.9	3.9	3.9	3.7	3.7
Nonmanufacturing																
Metal mining	1.4	1.7	2.2	2.2	2.2	1.8	4.3	2.7	2.6	2.7	2.7	2.8	2.9	2.6	2.6	2.9
Anthracite mining	1.4	1.5	2.2	.7	2.5	1.3	1.7	1.7	5.7	3.2	4.4	2.1	3.8	2.9	4.3	4.3
Bituminous coal mining	1.6	1.3	1.5	1.7	2.1	1.4	1.8	19.6	4.0	2.2	2.5	2.6	2.6	3.6	3.6	2.5
Manufacturing																
Durable goods	1.0	1.0	1.0	0.9	1.0	1.4	2.2	1.8	1.3	1.3	1.3	1.1	1.0	1.3	0.9	0.9
Ordnance and accessories	.9	.9	.9	.9	.8	.9	1.3	2.1	1.6	1.2	1.2	1.1	.9	1.2	.8	.8
Lumber and wood products	.9	.8	.9	.7	.7	1.0	1.9	1.4	1.1	1.0	1.0	1.0	1.0	1.1	.8	.8
Furniture and fixtures	1.9	1.5	1.4	1.4	1.8	2.4	4.8	3.6	2.7	2.8	2.6	2.2	2.2	2.3	1.7	1.7
Stone, clay, and glass products	1.3	1.4	1.5	1.0	1.3	2.0	2.6	2.6	1.9	1.6	1.7	1.7	1.7	1.7	1.7	1.7
Primary metal industries	.6	.7	.7	.5	.7	1.0	1.8	1.6	1.0	1.0	1.0	1.0	.8	.7	.7	.7
Fabricated metal products	.5	.5	.6	.7	.8	.7	1.3	1.0	1.1	1.2	1.1	1.1	.9	.8	.7	.7
Machinery (except electrical)	1.0	.7	1.0	.7	.8	1.1	1.9	1.6	1.1	1.2	1.0	1.0	.9	1.1	.8	.8
Electrical machinery	.8	.7	.7	.6	.7	.9	1.6	1.2	.9	1.0	1.0	1.0	.8	.9	.6	.6
Transportation equipment	1.1	1.0	1.1	1.0	1.1	1.0	2.3	1.7	1.2	1.2	1.2	1.1	1.0	1.3	.9	.9
Instruments and related products	1.0	.9	.8	.8	.7	.7	1.0	1.5	1.1	1.0	1.1	1.0	.8	1.0	1.0	.7
Miscellaneous manufacturing	1.5	1.4	1.5	1.1	1.5	2.4	3.5	2.6	1.9	1.6	1.7	1.5	1.8	1.2	1.2	1.2
Nondurable goods ⁴	1.2	1.1	1.2	1.0	1.2	1.5	2.6	2.1	1.6	1.4	1.4	1.2	1.1	1.4	1.0	1.0
Food and kindred products	1.0	1.0	1.0	.8	1.0	1.4	2.3	1.8	1.2	1.2	1.1	1.1	.9	.8	1.2	.9
Tobacco manufactures	.8	.9	1.2	.7	.8	1.2	1.5	1.4	1.6	1.1	1.1	1.1	1.0	1.1	.9	.9
Textile-mill products	1.5	1.3	1.4	1.1	1.4	1.8	2.6	2.4	1.9	1.6	1.6	1.6	1.3	1.6	1.2	1.2
Apparel and other finished textile products	2.1	2.2		2.3	1.8	2.2	2.8	3.6	2.9	2.3	2.5	2.2	2.1	2.5	1.7	1.7
Paper and allied products	.8	.8	.9	.7	.9	1.2	2.7	1.8	1.1	1.2	1.1	1.1	.9	1.2	.8	.8
Chemicals and allied products	.5	.5	.6	.4	.5	.7	1.7	1.0	.7	.7	.6	.5	.5	.5	.5	.5
Products of petroleum and coal	.3	.2	.3	.2	.3	.4	1.0	.6	.5	.3	.3	.3	.3	.4	.3	.3
Rubber products	.8	.8	.8	.7	.7	1.0	1.6	1.3	.9	1.1	1.0	.9	.9	.7	.9	.6
Leather and leather products	1.7	1.7	1.8	1.4	1.7	2.0	3.0	3.1	2.6	2.8	2.1	2.0	1.6	2.1	1.8	1.8
Nonmanufacturing																
Metal mining	.8	.9	.9	1.0	.9	1.0	2.2	1.4	1.7	1.2	2.1	1.5	1.1	1.4	1.2	1.2
Anthracite mining	.2	.2	(0)	.2	.2	.4	.5	.6	.1	.5	.4	.1	(0)	.3	.3	.3
Bituminous coal mining	.3	.2	.2	.3	.4	.5	.6	.4	.3	.2	.3	.2	.2	.3	.3	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued
[Per 100 employees]

Major industry group	1959			1959										Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.		
	Separations: Layoffs														
Manufacturing	2.1	1.5	1.3	1.7	2.6	2.8	1.5	1.4	1.4	1.0	1.1	1.3	1.3	1.6	2.3
Durable goods	2.5	1.6	1.3	1.8	3.1	3.5	1.6	1.6	1.7	1.1	1.2	1.3	1.4	1.8	2.6
Ordnance and accessories	.9	.5	.7	.4	.7	.8	.6	.3	.7	.7	.7	.8	.7	.7	1.8
Lumber and wood products	2.9	1.5	1.9	2.7	2.7	1.9	1.0	1.7	1.5	.7	.9	1.8	1.9	1.7	2.1
Furniture and fixtures	1.2	1.9	1.9	1.5	1.7	2.1	1.8	1.0	1.4	1.1	1.2	1.0	1.1	1.4	2.2
Stone, clay, and glass products	2.8	1.4	1.5	2.1	1.6	1.9	2.1	1.2	1.6	.7	.6	.8	.9	1.4	2.5
Primary metal industries	2.2	1.2	.8	.9	1.3	2.1	1.6	.9	1.1	.7	.5	.6	.6	1.0	2.6
Fabricated metal products	2.6	2.4	1.6	1.8	4.8	7.3	2.2	2.2	2.5	1.8	1.5	1.8	1.8	2.7	3.1
Machinery (except electrical)	1.4	1.1	1.0	1.1	1.9	2.2	1.5	.9	1.3	.9	1.0	.8	.8	1.2	2.4
Electrical machinery	2.2	1.3	1.1	1.1	1.0	1.3	.6	.5	.9	.6	.8	.8	.1	.9	1.8
Transportation equipment	4.6	2.4	1.7	2.5	8.2	7.3	2.6	4.1	3.3	2.1	2.1	2.8	2.5	3.6	3.8
Instruments and related products	.7	.8	.7	.9	.9	1.0	.6	.5	.5	.9	.6	.5	.4	.6	1.3
Miscellaneous manufacturing	2.1	1.9	2.2	6.4	4.7	2.0	1.3	.9	1.2	1.1	1.9	2.1	2.0	2.3	3.1
Nondurable goods ³	1.4	1.2	1.3	1.6	1.6	1.5	1.1	.8	.9	.8	1.0	1.2	1.2	1.2	1.7
Food and kindred products	2.8	2.3	2.6	3.0	3.0	3.0	2.4	1.7	1.8	1.7	1.9	2.1	2.7	2.4	2.5
Tobacco manufactures	.8	.7	1.2	.9	.3	.1	.2	.2	.7	.2	.5	.8	.3	.5	.9
Textile-mill products	1.1	1.3	1.2	1.7	1.5	1.6	1.0	.8	.8	.7	1.4	1.1	1.0	1.2	1.8
Apparel and other finished textile products	.8	.7	1.2	1.1	1.1	.6	.8	.6	.6	.6	1.4	.8	.9	1.8	
Paper and allied products	1.0	1.0	1.2	1.2	1.2	1.1	.6	.8	.7	.7	.6	.8	.7	.9	1.3
Chemicals and allied products	.5	.4	.6	.7	.8	.6	.5	.5	.3	.2	.3	.4	.5	.5	1.0
Products of petroleum and coal	.5	.2	.5	.4	.7	.5	.5	.2	.6	.2	.2	.2	.7	.4	.6
Rubber products	2.7	1.6	1.1	1.7	2.5	1.2	.9	.7	.9	.7	1.0	1.0	1.0	1.1	1.8
Leather and leather products	2.8	1.7	1.2	1.3	1.4	2.6	1.5	.9	.7	.8	.9	1.5	1.3	1.2	1.8
Nonmanufacturing:															
Metal mining	.1	.3	.7	.4	.9	.3	1.6	.8	.2	.7	.1	.3	.8	.6	2.2
Anthracite mining	.7	.6	.8	(6)	1.8	.3	(6)	4.8	1.9	2.7	.7	2.5	1.7	3.7	
Bituminous coal mining	1.1	.8	.9	1.1	1.5	.7	.8	18.9	3.3	1.8	2.0	2.1	2.0	3.1	2.0

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

(1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;

(2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;

(3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and

(4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1960												1959		Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958	
Average weekly earnings																
Mining	\$110.98	\$108.12	\$111.11	\$114.61	\$109.80	\$108.92	\$107.45	\$108.77	\$103.49	\$111.49	\$108.94	\$106.27	\$106.13	\$107.73	\$100.10	
Metal	111.57	107.71	113.05	111.41	108.84	109.38	99.29	97.71	93.14	107.79	106.86	102.54	104.22	103.31	96.22	
Iron	116.52	115.95	122.15	119.00	118.34	90.19	95.84	84.10	116.18	113.83	104.80	106.11	107.34	100.27		
Copper	115.44	103.93	111.87	110.32	105.64	110.53	99.46	96.75	100.85	106.60	108.03	108.70	110.56	106.17	94.62	
Lead and zinc	91.83	92.62	94.71	94.58	93.20	92.39	94.85	92.80	89.24	91.66	87.75	88.08	87.64	90.63	85.93	
Anthracite	99.91	76.16	88.09	94.73	93.84	82.80	88.36	76.73	70.20	82.75	85.45	88.55	76.45	84.98	76.01	
Bituminous coal	127.65	121.97	127.32	135.88	118.14	123.55	115.81	120.74	104.98	120.01	114.76	112.29	118.30	102.38		
Crude-petroleum and natural-gas production	113.24	112.12	116.72	113.81	117.83	113.12	116.72	115.75	117.31	112.56	112.84	113.00	115.36	114.93	109.75	
Petroleum and natural-gas production (except contract services)	92.43	91.46	92.38	95.13	95.90	97.90	99.01	100.33	98.32	98.08	98.08	94.80	90.31	95.45	90.63	
Nonmetallic mining and quarrying	115.85	113.75	113.72	117.81	113.88	117.66	115.66	119.88	116.56	116.66	114.82	113.59	110.87	114.82	110.47	
Contract construction	116.61	111.15	108.00	113.47	110.87	117.74	112.88	121.26	118.30	117.46	112.06	110.28	108.23	113.24	109.47	
Nonbuilding construction	105.30	101.01	96.75	108.88	104.03	103.03	109.62	119.71	115.44	106.55	103.28	98.21	108.09	104.14		
Highway and street construction	124.34	117.56	115.50	120.87	116.74	123.01	116.35	123.07	121.29	120.77	118.00	116.61	115.84	118.40	114.28	
Other nonbuilding construction	115.60	114.22	114.87	119.13	114.14	117.72	116.71	119.19	114.16	116.16	114.30	114.44	110.95	115.28	110.67	
Building construction	105.17	104.31	104.88	108.78	103.93	109.85	107.87	110.70	107.15	108.19	106.34	106.07	103.19	106.39	102.53	
General contractors	126.74	119.71	119.72	124.63	120.04	122.58	121.70	123.98	120.88	120.81	120.82	119.13	115.15	120.27	115.28	
Special-trade contractors	136.27	128.43	129.83	133.32	129.08	130.79	126.29	131.45	129.06	128.78	129.12	127.72	125.83	126.56	123.23	
Plumbing and heating	112.57	110.22	111.89	115.87	118.86	115.17	116.47	117.00	114.95	114.52	113.60	111.97	100.07	113.40	107.95	
Painting and decorating	146.30	144.77	146.30	148.19	142.51	144.38	138.75	144.71	145.08	142.91	141.64	141.64	138.65	142.08	135.97	
Electrical work	112.49	112.53	111.54	118.27	113.23	116.49	117.51	118.70	114.37	116.28	115.31	112.70	106.88	113.80	109.31	
Average weekly hours																
Mining	40.8	39.9	40.7	42.1	40.7	41.1	40.7	41.2	39.2	41.6	40.8	40.1	39.9	40.5	39.1	
Metal	42.1	40.8	42.5	42.2	41.7	40.4	40.2	39.4	36.1	41.3	41.1	39.9	40.4	40.2	38.8	
Iron	40.6	40.4	42.5	41.6	41.9	36.4	31.1	32.6	28.9	40.2	30.8	35.7	37.1	37.4	36.2	
Copper	44.4	40.6	43.7	45.4	44.2	45.3	41.1	38.7	40.5	42.3	42.7	43.0	43.7	42.3	30.1	
Lead and zinc	40.1	40.8	41.0	41.8	40.7	40.7	40.7	41.6	41.1	38.8	40.2	39.0	38.6	39.1	30.6	
Anthracite	35.2	27.2	31.8	34.2	34.0	30.0	31.9	27.9	—	30.2	31.3	32.2	27.6	30.9	28.9	
Bituminous coal	38.8	37.3	38.7	40.9	35.8	37.9	35.2	36.7	32.5	38.8	36.7	31.2	35.2	36.4	33.9	
Crude-petroleum and natural-gas production	40.3	39.9	41.1	40.5	41.2	40.4	41.1	40.9	41.6	40.2	40.8	40.5	41.2	40.9	40.8	
Petroleum and natural-gas production (except contract services)	40.9	41.2	41.8	43.3	43.2	44.3	44.6	45.4	45.1	45.2	44.3	44.3	42.4	43.8	43.3	
Nonmetallic mining and quarrying	35.0	35.1	36.7	35.7	37.0	36.6	36.8	37.6	35.0	37.4	37.0	35.9	36.8	36.7		
Contract construction	39.0	38.2	37.5	39.4	38.0	40.6	40.5	43.0	42.1	42.1	40.6	40.1	39.5	40.3	40.1	
Nonbuilding construction	39.0	38.7	37.5	39.2	39.4	41.1	40.6	44.5	43.4	43.3	41.3	40.5	39.6	41.1	41.0	
Highway and street construction	39.0	37.8	37.5	39.5	38.4	40.2	38.4	41.3	40.7	40.8	40.0	39.8	39.4	39.6	39.4	
Other nonbuilding construction	34.1	34.3	34.6	36.1	34.8	36.0	35.8	36.9	36.3	36.8	36.4	36.1	35.0	35.8	35.7	
Building construction	36.6	34.2	34.5	35.9	34.3	35.6	35.6	36.9	36.2	36.8	36.3	36.2	35.1	35.7	35.6	
General contractors	34.4	34.4	34.6	35.2	35.1	36.1	36.1	35.9	36.0	36.3	36.8	36.5	36.1	35.0	35.8	
Special-trade contractors	36.8	36.8	37.2	38.2	37.2	37.8	36.5	38.1	38.0	38.1	38.2	37.9	37.7	37.8		
Plumbing and heating	33.7	32.9	33.4	34.9	34.4	34.9	34.9	35.4	36.0	35.7	35.9	35.5	35.1	34.3	34.6	
Painting and decorating	38.0	37.8	38.4	39.1	37.8	38.5	37.0	38.9	39.0	39.0	39.7	38.7	38.3	38.4	38.3	
Electrical work	32.7	33.0	33.0	35.2	33.9	35.3	35.5	36.3	35.3	36.0	35.7	35.0	33.4	34.8	34.7	
Other special-trade contractors	33.0	32.7	32.8	33.6	33.4	33.0	32.6	33.0	32.3	32.6	32.7	32.6	31.9	32.5	32.0	
Average hourly earnings																
Mining	\$2.72	\$2.71	\$2.73	\$2.72	\$2.70	\$2.65	\$2.64	\$2.64	\$2.64	\$2.65	\$2.67	\$2.65	\$2.65	\$2.66	\$2.66	
Metal	2.65	2.64	2.66	2.64	2.61	2.46	2.47	2.48	2.58	2.61	2.60	2.58	2.58	2.57	2.48	
Iron	2.87	2.87	2.88	2.86	2.84	2.84	2.90	2.94	2.91	2.89	2.86	2.85	2.85	2.87	2.77	
Copper	2.60	2.56	2.56	2.43	2.39	2.44	2.42	2.50	2.49	2.52	2.53	2.53	2.51	2.51	2.42	
Lead and zinc	2.29	2.27	2.31	2.29	2.29	2.27	2.28	2.26	2.26	2.26	2.25	2.23	2.23	2.26	2.17	
Anthracite	2.76	2.80	2.77	2.77	2.76	2.76	2.75	2.75	2.75	2.74	2.73	2.75	2.75	2.75	2.63	
Bituminous coal	3.29	3.27	3.29	3.31	3.30	3.26	3.26	3.23	3.23	3.21	3.17	3.17	3.17	3.17	3.01	
Crude-petroleum and natural-gas production	2.81	2.81	2.84	2.81	2.88	2.80	2.84	2.83	2.82	2.80	2.80	2.79	2.80	2.81	2.80	
Petroleum and natural-gas production (except contract services)	2.26	2.22	2.21	2.22	2.22	2.21	2.22	2.21	2.18	2.17	2.18	2.14	2.13	2.15	2.07	
Nonmetallic mining and quarrying	3.21	3.25	3.24	3.21	3.19	3.18	3.16	3.13	3.10	3.07	3.07	3.07	3.08	3.12	3.01	
Contract construction	2.99	2.91	2.88	2.85	2.85	2.85	2.85	2.82	2.81	2.79	2.78	2.78	2.81	2.78		
Nonbuilding construction	2.70	2.61	2.58	2.65	2.66	2.75	2.70	2.68	2.68	2.63	2.63	2.65	2.63	2.64		
Highway and street construction	3.18	3.11	3.08	3.06	3.04	3.06	3.03	3.06	3.05	3.00	2.96	2.94	2.94	2.94		
Other nonbuilding construction	3.29	3.23	3.22	3.30	3.28	3.27	3.26	3.23	3.23	3.17	3.17	3.17	3.17	3.17		
Building construction	3.19	3.13	3.12	3.04	3.03	3.06	3.05	3.06	3.05	3.02	3.02	3.02	3.02	3.02		
General contractors	3.13	3.05	3.04	3.03	3.03	3.06	3.05	3.06	3.05	3.02	3.02	3.02	3.02	3.02		
Special-trade contractors	3.51	3.48	3.46	3.44	3.42	3.39	3.39	3.36	3.36	3.33	3.31	3.31	3.30	3.35	3.22	
Plumbing and heating	3.64	3.49	3.49	3.49	3.47	3.46	3.46	3.45	3.45	3.42	3.42	3.42	3.42	3.41	3.26	
Painting and decorating	3.37	3.35	3.35	3.32	3.31	3.30	3.29	3.25	3.25	3.22	3.22	3.22	3.22	3.22	3.12	
Electrical work	3.65	3.63	3.61	3.70	3.70	3.75	3.75	3.75	3.75	3.72	3.72	3.72	3.72	3.72	3.55	
Other special-trade contractors	3.44	3.41	3.28	3.36	3.34	3.30	3.30	3.27	3.27	3.24	3.25	3.25	3.25	3.25	3.15	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959									Annual average		
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.		
Average weekly earnings															
Manufacturing	\$90.91	\$91.14	\$92.20	\$92.16	\$88.98	\$89.06	\$89.47	\$88.70	\$89.65	\$91.17	\$90.32	\$89.87	\$89.24	\$89.47	\$83.80
Durable goods	98.74	98.98	100.86	99.87	95.44	96.52	96.70	95.88	96.80	99.36	98.64	97.75	97.10	97.10	90.06
Nondurable goods	79.93	79.95	80.77	81.19	80.39	79.79	80.70	80.20	80.00	79.60	79.40	79.00	79.00	79.60	75.27
Durable goods															
Ordnance and accessories	108.62	107.68	108.21	106.10	106.97	106.55	105.22	103.38	105.06	105.47	105.83	103.32	104.08	105.06	101.43
Lumber and wood products	77.61	78.01	77.03	80.40	80.60	82.42	82.62	82.61	80.19	82.19	80.56	78.96	77.74	79.79	75.41
Sawmills and planing mills	75.66	75.25	75.83	78.14	78.18	79.37	79.77	80.95	79.13	80.70	78.66	76.30	75.85	77.74	72.23
Millwork, plywood, and prefabricated structural wood products	81.54	81.95	82.58	83.42	83.82	84.86	83.43	86.11	83.85	85.90	86.11	85.08	83.43	84.05	79.38
Wooden containers	58.80	59.25	59.50	60.09	59.35	61.35	62.06	61.24	60.53	61.12	60.59	59.09	59.79	56.88	
Miscellaneous wood products	67.80	66.99	67.32	67.32	67.08	67.40	66.42	67.07	66.74	66.74	66.17	66.08	66.42	63.62	
Furniture and fixtures	72.35	74.56	74.56	77.33	75.21	76.49	76.58	76.31	74.66	74.66	72.76	72.40	73.12	74.44	70.31
Household furniture	67.58	70.35	70.35	73.92	72.21	73.85	72.04	72.56	71.34	70.64	69.37	69.20	69.83	70.93	66.76
Office, public-building, and professional furniture	87.53	86.92	87.97	88.83	82.99	86.11	86.11	89.25	87.57	85.90	84.24	83.22	82.61	85.49	79.79
Partitions, shelving, lockers, and fixtures	92.46	92.80	93.73	96.05	94.66	91.94	93.89	94.35	87.71	95.91	90.72	90.63	88.03	91.66	85.97
Screens, blinds, and miscellaneous furniture and fixtures	74.99	75.22	74.82	76.33	73.23	74.93	71.53	73.44	74.48	75.81	76.22	73.12	73.83	73.93	71.56
Average weekly hours															
Manufacturing	39.7	39.8	40.3	40.6	39.9	40.2	40.3	40.5	40.2	40.7	40.5	40.3	40.2	40.3	35.2
Durable goods	40.3	40.4	41.0	41.1	40.1	40.9	40.8	40.8	40.5	41.4	41.1	40.9	40.8	40.8	35.5
Nondurable goods	38.8	39.0	39.4	39.8	39.6	39.5	39.8	40.1	39.8	39.8	39.7	39.5	39.6	38.8	
Durable goods															
Ordnance and accessories	41.3	41.1	41.3	41.8	41.3	41.3	41.1	40.7	41.2	41.2	41.5	41.0	41.3	41.2	40.9
Lumber and wood products	39.0	39.4	39.3	40.2	40.1	40.8	40.7	41.1	40.5	41.3	41.1	40.7	40.7	40.5	39.9
Sawmills and planing mills	39.2	39.4	39.7	40.7	40.3	40.7	40.7	41.3	41.0	41.6	41.4	40.8	41.0	40.7	39.8
Millwork, plywood, and prefabricated structural wood products	39.2	39.4	39.7	40.3	40.3	40.8	40.5	41.6	40.9	41.7	41.8	41.5	41.1	41.0	40.5
Wooden containers	39.2	39.5	40.2	40.6	40.1	40.9	40.3	41.1	40.9	41.3	41.5	40.2	40.2	40.4	35.5
Miscellaneous wood products	40.6	40.6	40.8	40.8	40.9	41.1	40.5	41.4	41.2	41.2	41.2	41.1	41.3	41.0	40.2
Furniture and fixtures	38.9	40.3	40.3	41.8	41.1	41.8	41.8	41.7	40.8	40.8	40.2	40.0	40.4	40.9	39.5
Household furniture	38.4	40.2	40.2	42.0	41.5	42.5	42.1	41.4	41.7	41.0	40.6	40.1	40.0	40.6	39.5
Office, public-building, and professional furniture	40.9	41.0	41.3	41.9	39.9	41.4	41.2	42.5	41.7	41.1	40.5	40.4	40.1	41.1	39.5
Partitions, shelving, lockers, and fixtures	40.2	40.0	40.4	41.4	40.8	40.5	41.0	41.2	38.3	41.7	40.5	40.1	39.3	40.2	38.9
Screens, blinds, and miscellaneous furniture and fixtures	40.1	39.8	39.8	40.5	39.8	40.5	39.8	40.8	40.7	41.2	41.2	40.4	40.4	40.4	40.2
Average hourly earnings															
Manufacturing	\$2.29	\$2.29	\$2.29	\$2.27	\$2.23	\$2.21	\$2.22	\$2.19	\$2.23	\$2.24	\$2.23	\$2.23	\$2.22	\$2.22	\$2.18
Durable goods	2.45	2.45	2.46	2.43	2.38	2.36	2.37	2.35	2.39	2.40	2.40	2.39	2.38	2.38	2.28
Nondurable goods	2.06	2.05	2.05	2.04	2.03	2.02	2.03	2.00	2.01	2.00	2.00	2.00	2.00	2.01	1.94
Durable goods															
Ordnance and accessories	2.63	2.62	2.62	2.61	2.59	2.58	2.56	2.54	2.55	2.56	2.55	2.52	2.55	2.55	2.48
Lumber and wood products	1.99	1.98	1.96	2.00	2.01	2.02	2.03	2.01	1.98	1.99	1.96	1.94	1.91	1.97	1.89
Sawmills and planing mills	1.93	1.91	1.91	1.92	1.94	1.95	1.96	1.96	1.93	1.94	1.90	1.87	1.85	1.91	1.84
Millwork, plywood, and prefabricated structural wood products	2.08	2.08	2.08	2.07	2.08	2.08	2.06	2.07	2.05	2.06	2.06	2.05	2.03	2.05	1.96
Wooden containers	1.50	1.50	1.48	1.48	1.48	1.50	1.54	1.49	1.48	1.48	1.46	1.47	1.47	1.48	1.44
Miscellaneous wood products	1.67	1.65	1.65	1.65	1.64	1.64	1.64	1.62	1.62	1.62	1.62	1.61	1.60	1.62	1.58
Furniture and fixtures	1.86	1.85	1.85	1.85	1.83	1.83	1.83	1.83	1.83	1.83	1.81	1.81	1.81	1.82	1.78
Household furniture	1.76	1.75	1.75	1.76	1.74	1.75	1.74	1.74	1.74	1.74	1.73	1.73	1.72	1.73	1.60
Office, public-building, and professional furniture	2.14	2.12	2.13	2.12	2.08	2.08	2.06	2.06	2.10	2.10	2.09	2.08	2.06	2.06	2.02
Partitions, shelving, lockers, and fixtures	2.30	2.32	2.32	2.32	2.32	2.27	2.29	2.29	2.29	2.30	2.24	2.26	2.24	2.28	2.21
Screens, blinds, and miscellaneous furniture and fixtures	1.87	1.89	1.88	1.86	1.84	1.85	1.82	1.80	1.83	1.84	1.85	1.81	1.82	1.83	1.78

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1960									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1960
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$60.80	\$60.85	\$61.30	\$62.25	\$61.39	\$61.98	\$61.43	\$62.35	\$62.13	\$62.16	\$61.94	\$61.27	\$60.20	\$60.83	\$64.80
Flat glass.....	125.45	123.48	126.80	127.30	127.68	130.00	133.34	125.76	131.00	134.04	131.24	131.97	132.70	113.46	113.10
Glass and glassware, pressed or blown.....	91.88	90.63	89.95	88.93	88.65	88.18	84.36	88.80	88.36	87.78	88.80	88.80	88.24	88.13	85.75
Glass products made of purchased glass.....	71.25	71.62	70.87	75.14	74.21	74.56	72.88	72.73	72.68	74.70	74.80	74.34	72.10	73.45	71.55
Cement, hydraulic.....	97.51	98.15	100.04	101.02	103.25	99.95	106.17	101.02	101.09	98.88	97.82	96.87	95.51	98.98	92.92
Structural clay products.....	79.76	80.19	80.40	82.21	81.61	80.99	80.80	82.19	82.10	81.77	81.58	80.30	78.79	80.39	75.25
Pottery and related products.....	81.79	80.30	80.14	82.60	80.61	81.87	80.35	81.24	78.44	79.80	79.38	78.17	79.28	79.80	73.24
Concrete, gypsum, and plaster products.....	87.08	89.03	88.83	91.14	90.93	93.72	94.13	95.82	95.37	95.88	94.05	91.91	88.90	91.96	85.43
Cut-stone and stone products.....	72.01	75.14	75.48	76.98	75.26	77.75	75.99	76.22	74.74	76.59	77.16	75.81	72.98	75.44	73.31
Miscellaneous nonmetallic mineral products.....	98.36	98.29	99.01	98.53	95.24	95.94	96.46	97.58	97.88	98.00	97.44	95.72	95.93	97.96	
Primary metal industries.....	114.57	115.26	117.96	117.14	107.68	105.74	106.40	104.81	108.19	118.43	117.78	116.60	115.34	112.72	100.97
Blast furnaces, steel works, and rolling mills.....	123.20	123.60	128.54	127.72	113.10	116.06	118.73	113.06	111.29	120.38	127.10	127.10	125.36	122.28	108.00
Iron and steel foundries.....	99.40	99.25	100.35	99.29	94.28	96.14	96.14	96.16	98.49	101.02	100.94	98.42	97.53	97.44	88.93
Primary smelting and refining of nonferrous metals.....	108.73	107.04	108.62	105.86	106.92	108.83	111.90	104.82	105.26	104.86	104.81	104.55	103.89	105.93	99.05
Secondary smelting and refining of nonferrous metals.....	95.06	94.66	95.76	96.05	96.28	95.68	96.22	95.49	91.71	94.62	94.66	94.02	98.98	94.16	88.84
Rolling, drawing, and alloying of nonferrous metals.....	107.87	108.54	109.20	110.92	109.45	109.45	107.71	108.09	111.30	113.85	113.69	113.42	112.20	110.62	100.90
Nonferrous foundries.....	100.35	101.00	113.16	102.92	100.61	103.58	101.76	99.39	99.55	100.77	99.70	98.88	97.61	100.28	93.06
Miscellaneous primary metal industries.....	115.08	117.88	118.72	117.32	107.96	108.81	111.11	110.97	118.96	118.71	119.00	116.78	118.09	113.85	102.91
Average weekly hours															
<i>Stone, clay, and glass products.....</i>	40.0	40.2	40.4	41.0	40.8	41.2	41.0	41.6	41.5	41.7	41.6	41.3	41.0	41.1	40.0
Flat glass.....	39.7	39.2	40.0	40.7	40.5	41.4	42.6	40.7	41.9	42.3	41.4	41.8	41.6	41.6	38.6
Glass and glassware, pressed or blown.....	40.3	40.1	39.8	39.7	39.4	39.9	38.0	40.0	39.8	39.9	40.6	40.0	40.2	39.7	39.7
Glass products made of purchased glass.....	37.5	38.3	37.9	40.4	39.9	40.3	39.5	39.3	39.5	40.6	40.7	40.4	39.4	39.7	39.1
Cement, hydraulic.....	39.8	39.9	40.5	40.9	41.3	40.8	41.8	41.4	41.6	41.2	41.1	40.7	40.3	40.9	40.4
Structural clay products.....	39.1	39.7	40.0	40.7	40.6	40.7	40.4	41.3	41.3	41.3	41.2	40.6	40.2	40.6	39.4
Pottery and related products.....	38.4	37.7	37.1	38.6	38.2	38.8	37.9	38.5	37.0	38.0	37.8	37.4	38.1	38.0	35.9
Concrete, gypsum, and plaster products.....	40.5	41.8	42.3	42.4	43.3	44.0	44.4	45.2	45.2	45.3	45.0	44.4	43.2	44.0	43.0
Cut-stone and stone products.....	38.1	40.4	40.8	41.6	40.9	41.8	41.3	41.2	40.4	41.4	41.7	41.2	40.1	41.0	40.5
Miscellaneous nonmetallic mineral products.....	41.5	41.3	41.6	41.4	40.7	41.0	41.4	41.7	41.7	42.0	42.1	42.0	41.8	41.6	39.8
Primary metal industries.....	40.2	40.3	41.1	41.1	38.8	39.9	40.0	39.7	38.8	41.7	41.4	41.2	40.9	40.4	38.1
Blast furnaces, steel works, and rolling mills.....	40.0	40.0	41.2	41.2	37.7	38.0	38.8	36.6	35.9	41.6	41.0	41.0	40.7	39.7	37.5
Iron and steel foundries.....	39.6	39.7	40.3	40.2	38.8	39.4	39.4	39.9	40.7	41.4	41.2	40.5	40.3	40.1	37.2
Primary smelting and refining of nonferrous metals.....	41.5	40.7	41.3	40.1	41.1	40.8	41.6	40.2	40.8	40.8	41.1	41.0	40.9	40.9	40.1
Secondary smelting and refining of nonferrous metals.....	40.8	40.8	41.1	41.4	41.5	41.6	42.2	41.7	40.4	41.5	41.7	41.6	41.4	41.3	40.2
Rolling, drawing, and alloying of nonferrous metals.....	40.4	40.5	40.9	41.7	41.3	41.3	40.8	41.1	42.0	42.8	42.9	42.8	42.5	41.9	40.2
Nonferrous foundries.....	40.3	40.4	41.1	41.5	40.9	41.6	41.2	40.9	40.8	41.3	41.2	41.2	40.8	41.1	39.6
Miscellaneous primary metal industries.....	41.1	41.8	42.1	41.9	39.4	40.3	41.0	41.1	41.3	42.7	42.5	42.0	41.7	41.4	39.2
Average hourly earnings															
<i>Stone, clay, and glass products.....</i>	\$2.27	\$2.26	\$2.26	\$2.25	\$2.24	\$2.23	\$2.23	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.21	\$2.21	\$2.12
Flat glass.....	3.16	3.15	3.17	3.13	3.15	3.14	3.13	3.09	3.15	3.19	3.17	3.18	3.19	3.16	2.68
Glass and glassware, pressed or blown.....	2.28	2.26	2.26	2.24	2.28	2.21	2.22	2.22	2.22	2.20	2.22	2.22	2.22	2.22	2.16
Glass products made of purchased glass.....	1.90	1.87	1.87	1.86	1.86	1.85	1.84	1.85	1.84	1.84	1.84	1.84	1.83	1.85	1.83
Cement, hydraulic.....	2.45	2.46	2.47	2.47	2.50	2.45	2.54	2.44	2.43	2.40	2.38	2.38	2.37	2.42	2.30
Structural clay products.....	2.04	2.02	2.01	2.02	2.01	1.99	2.00	1.99	1.99	1.98	1.98	1.98	1.98	1.98	1.91
Pottery and related products.....	2.13	2.13	2.16	2.14	2.12	2.11	2.12	2.11	2.12	2.10	2.10	2.09	2.08	2.10	2.04
Concrete, gypsum, and plaster products.....	2.15	2.13	2.10	2.10	2.13	2.12	2.12	2.11	2.11	2.09	2.07	2.06	2.06	2.06	2.01
Cut-stone and stone products.....	1.89	1.86	1.85	1.85	1.84	1.86	1.84	1.85	1.85	1.85	1.85	1.84	1.82	1.84	1.81
Miscellaneous nonmetallic mineral products.....	2.37	2.38	2.38	2.38	2.34	2.34	2.33	2.34	2.34	2.33	2.33	2.32	2.29	2.33	2.21
Primary metal industries.....	2.85	2.86	2.87	2.85	2.78	2.65	2.66	2.69	2.60	2.58	2.57	2.55	2.54	2.59	2.65
Blast furnaces, steel works, and rolling mills.....	3.08	3.09	3.12	3.10	3.00	3.07	3.10	3.09	3.10	3.11	3.10	3.10	3.06	3.08	2.88
Iron and steel foundries.....	2.51	2.50	2.49	2.47	2.43	2.44	2.44	2.41	2.42	2.44	2.45	2.42	2.43	2.42	2.31
Primary smelting and refining of nonferrous metals.....	2.62	2.63	2.63	2.64	2.65	2.66	2.69	2.60	2.68	2.57	2.55	2.55	2.54	2.59	2.47
Secondary smelting and refining of nonferrous metals.....	2.33	2.32	2.33	2.32	2.32	2.30	2.28	2.29	2.27	2.28	2.27	2.26	2.27	2.28	2.21
Rolling, drawing, and alloying of nonferrous metals.....	2.67	2.68	2.67	2.66	2.65	2.65	2.64	2.63	2.65	2.66	2.65	2.65	2.64	2.64	2.51
Nonferrous foundries.....	2.49	2.50	2.51	2.48	2.46	2.49	2.47	2.43	2.44	2.44	2.42	2.40	2.39	2.44	2.35
Miscellaneous primary metal industries.....	2.80	2.82	2.82	2.80	2.74	2.70	2.71	2.70	2.76	2.78	2.80	2.78	2.76	2.75	2.61

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Fabricated metal products.....	\$98.01	\$98.42	\$100.04	\$99.77	\$94.64	\$96.76	\$99.66	\$99.01	\$97.17	\$99.72	\$98.26	\$96.59	\$95.88	\$97.41	\$90.80
Tin cans and other tinware.....	109.75	108.40	111.25	112.10	110.24	108.24	127.32	117.55	113.85	113.42	114.51	108.90	106.86	112.36	104.42
Cutlery, handtools, and hardware.....	92.63	91.31	98.00	96.79	88.91	91.02	93.71	92.03	92.25	93.34	92.06	90.98	91.62	92.25	86.15
Heating apparatus (except electric) and plumbers' supplies.....	91.65	91.42	91.34	92.34	90.02	92.63	92.00	94.25	92.29	93.43	91.88	90.97	91.43	91.83	87.91
Fabricated structural metal products.....	97.84	97.51	98.25	98.58	94.62	95.66	97.75	98.04	97.77	100.19	98.00	94.32	94.73	96.72	93.43
Metal stamping, coating, and engraving.....	105.32	107.78	111.54	107.70	99.14	103.07	106.25	107.00	102.75	105.15	103.22	101.99	100.77	102.58	92.63
Lighting fixtures.....	88.44	88.62	90.72	90.39	84.77	87.72	95.22	86.27	86.46	91.12	89.42	87.54	84.42	87.72	80.17
Fabricated wire products.....	90.76	90.94	93.56	93.83	93.95	89.01	88.80	86.30	86.40	92.60	92.60	91.08	89.54	89.60	83.74
Miscellaneous fabricated metal products.....	98.29	98.95	98.77	98.00	93.09	96.28	96.74	96.98	97.51	101.48	101.26	98.60	98.37	97.44	88.53
Machinery (except electrical).....	105.22	104.55	105.32	105.92	102.82	103.82	105.16	102.34	103.25	104.75	104.00	103.09	102.42	103.25	94.25
Engines and turbines.....	111.52	110.02	113.01	112.48	110.16	109.76	109.88	110.95	108.81	112.44	112.56	111.88	111.41	110.42	102.26
Agricultural machinery and tractors.....	102.31	100.75	103.74	102.82	100.49	102.31	101.89	101.30	103.31	106.55	106.14	106.14	107.84	104.09	95.89
Construction and mining machinery.....	100.40	99.15	100.10	101.09	97.81	99.14	101.17	103.07	102.74	105.72	104.73	102.01	102.41	101.35	91.89
Metalworking machinery.....	123.04	120.50	119.35	118.48	115.72	116.02	118.10	113.21	114.34	115.83	115.45	114.75	112.56	114.06	101.38
Special-industry machinery (except metalworking machinery).....	102.43	101.28	101.58	101.81	100.25	101.39	99.36	97.81	97.58	99.22	97.39	98.82	95.82	98.05	89.55
General industrial machinery.....	101.34	100.85	101.84	105.00	102.18	101.76	106.61	101.43	101.43	102.41	100.38	99.95	99.46	100.94	93.06
Office and store machines and devices.....	102.87	102.36	102.87	102.56	102.41	101.00	100.80	98.43	99.80	99.38	98.49	97.60	97.04	98.89	93.30
Service-industry and household machines.....	96.78	99.20	98.74	102.51	93.65	98.25	97.36	96.95	96.95	98.16	96.22	95.11	97.20	90.68	
Miscellaneous machinery parts.....	101.09	102.00	102.59	102.67	99.98	101.84	102.67	100.86	102.83	103.81	102.90	101.99	100.85	101.43	92.73
<i>Average weekly hours</i>															
Fabricated metal products.....	40.5	40.5	41.2	4.14	40.1	41.0	41.7	41.6	41.6	41.9	41.5	41.1	40.8	41.1	40.0
Tin cans and other tinware.....	40.8	40.0	40.9	42.3	41.6	41.0	45.8	43.7	42.8	42.8	43.2	41.6	41.1	42.4	41.6
Cutlery, handtools, and hardware.....	40.1	39.7	41.7	41.9	40.6	41.0	41.1	40.9	41.0	41.3	41.1	40.8	40.9	41.0	39.7
Heating apparatus (except electric) and plumbers' supplies.....	39.0	38.9	39.2	39.8	38.8	40.1	40.0	40.8	40.3	40.8	40.3	39.9	40.1	40.1	39.6
Fabricated structural metal products.....	40.1	39.8	40.1	40.4	39.1	40.4	40.9	41.1	40.4	41.4	40.7	40.3	39.8	40.3	40.1
Metal stamping, coating, and engraving.....	41.3	42.1	42.9	42.4	40.8	41.9	42.5	42.8	41.6	42.4	42.0	41.8	41.3	41.7	40.1
Lighting fixtures.....	40.2	40.1	40.5	40.9	39.8	40.8	42.7	40.5	40.4	41.8	41.4	41.1	40.2	40.8	39.3
Fabricated wire products.....	40.7	40.6	41.4	41.7	40.7	41.4	41.3	40.9	40.9	41.9	41.9	41.4	40.7	41.1	39.5
Miscellaneous fabricated metal products.....	41.3	41.4	41.5	41.7	40.3	41.5	41.7	41.8	41.8	43.0	43.1	42.5	42.4	42.0	39.7
Machinery (except electrical).....	41.1	41.0	41.3	41.7	40.8	41.2	41.1	41.1	41.3	41.9	41.6	41.4	41.3	41.3	39.6
Engines and turbines.....	41.0	40.3	41.7	41.2	40.5	40.5	41.0	41.4	40.6	41.8	42.0	42.2	42.3	41.2	40.1
Agricultural machinery and tractors.....	39.5	38.9	39.9	39.7	38.8	39.5	39.8	39.9	40.2	41.3	41.3	41.3	41.8	40.5	39.5
Construction and mining machinery.....	40.0	39.5	40.2	40.6	39.6	40.3	41.0	41.9	41.6	42.8	42.4	41.3	41.8	41.2	39.1
Metalworking machinery.....	44.1	43.5	43.4	43.4	42.7	42.6	42.2	42.5	42.5	42.9	42.6	42.5	42.0	42.4	39.6
Special-industry machinery (except metalworking machinery).....	42.5	42.2	42.5	42.6	42.3	42.6	42.1	41.8	41.7	42.4	41.8	41.3	41.3	41.9	39.8
General industrial machinery.....	40.7	40.5	40.9	42.0	41.2	41.2	40.9	41.4	41.4	41.8	41.3	41.3	41.1	41.2	39.6
Office and store machines and devices.....	40.5	40.3	40.5	40.7	40.8	40.4	40.2	39.2	40.9	40.4	40.4	40.2	40.0	40.1	39.7
Service-industry and household machines.....	39.5	40.2	40.3	41.5	38.7	40.6	40.4	40.4	40.4	40.9	40.6	40.6	40.3	40.5	39.6
Miscellaneous machinery parts.....	40.6	41.0	41.2	41.4	40.6	41.4	41.4	41.0	41.8	42.2	42.0	41.8	41.5	41.4	39.8
<i>Average hourly earnings</i>															
Fabricated metal products.....	\$2.42	\$2.43	\$2.45	\$2.41	\$2.36	\$2.36	\$2.39	\$2.38	\$2.37	\$2.38	\$2.38	\$2.37	\$2.37	\$2.37	\$2.27
Tin cans and other tinware.....	2.69	2.71	2.72	2.65	2.65	2.64	2.78	2.69	2.66	2.65	2.66	2.62	2.60	2.65	2.51
Cutlery, handtools, and hardware.....	2.31	2.30	2.35	2.31	2.19	2.22	2.28	2.25	2.25	2.26	2.24	2.24	2.24	2.25	2.17
Heating apparatus (except electric) and plumbers' supplies.....	2.35	2.35	2.33	2.32	2.32	2.31	2.30	2.31	2.29	2.29	2.28	2.28	2.29	2.29	2.22
Fabricated structural metal products.....	2.44	2.45	2.44	2.42	2.39	2.39	2.40	2.42	2.42	2.41	2.39	2.38	2.40	2.38	2.33
Metal stamping, coating, and engraving.....	2.55	2.60	2.54	2.43	2.46	2.50	2.50	2.47	2.48	2.46	2.46	2.44	2.44	2.46	2.31
Lighting fixtures.....	2.20	2.21	2.24	2.21	2.13	2.18	2.23	2.13	2.14	2.18	2.16	2.13	2.10	2.15	2.04
Fabricated wire products.....	2.23	2.24	2.26	2.25	2.21	2.15	2.15	2.11	2.16	2.21	2.21	2.20	2.20	2.18	2.12
Miscellaneous fabricated metal products.....	2.38	2.39	2.38	2.35	2.31	2.32	2.32	2.32	2.34	2.36	2.35	2.32	2.32	2.32	2.23
Machinery (except electrical).....	2.56	2.55	2.55	2.54	2.52	2.52	2.51	2.49	2.50	2.50	2.50	2.49	2.48	2.50	2.38
Engines and turbines.....	2.72	2.73	2.71	2.73	2.72	2.71	2.68	2.68	2.68	2.69	2.70	2.71	2.70	2.68	2.55
Agricultural machinery and tractors.....	2.59	2.59	2.60	2.59	2.59	2.59	2.56	2.54	2.57	2.58	2.57	2.57	2.58	2.57	2.42
Construction and mining machinery.....	2.61	2.61	2.49	2.49	2.47	2.46	2.47	2.46	2.46	2.47	2.47	2.47	2.45	2.46	2.35
Metalworking machinery.....	2.79	2.77	2.75	2.73	2.71	2.70	2.68	2.67	2.69	2.69	2.70	2.68	2.69	2.69	2.56
Special-industry machinery (except metalworking machinery).....	2.41	2.40	2.39	2.39	2.37	2.38	2.36	2.34	2.34	2.34	2.33	2.32	2.32	2.34	2.25
General industrial machinery.....	2.49	2.49	2.49	2.50	2.48	2.47	2.46	2.45	2.45	2.45	2.45	2.43	2.42	2.45	2.34
Office and store machines and devices.....	2.54	2.54	2.54	2.52	2.51	2.50	2.50	2.46	2.44	2.46	2.45	2.44	2.42	2.46	2.35
Service-industry and household machines.....	2.45	2.47	2.45	2.47	2.42	2.42	2.41	2.40	2.40	2.40	2.37	2.37	2.36	2.40	2.39
Miscellaneous machinery parts.....	2.49	2.49	2.49	2.48	2.46	2.46	2.45	2.45	2.46	2.46	2.45	2.44	2.43	2.45	2.33

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960						1959						Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Electrical machinery	\$91.43	\$90.97	\$92.80	\$93.07	\$90.72	\$91.39	\$90.76	\$89.91	\$89.02	\$90.58	\$89.51	\$88.84	\$89.06	\$89.91	\$83.14
Electrical generating, transmission, distribution, and industrial apparatus	96.56	95.84	96.87	97.88	95.18	94.30	94.13	94.19	94.60	96.00	94.25	93.15	92.92	94.19	89.72
Electrical appliances	90.87	91.80	91.01	91.03	89.55	91.48	89.67	88.48	89.04	89.27	87.53	88.43	88.82	89.27	85.36
Insulated wire and cable	90.09	89.24	88.39	88.15	85.70	85.08	86.30	84.46	86.94	89.24	85.41	87.78	87.36	87.15	86.11
Electrical equipment for vehicles	96.78	98.65	104.25	101.52	91.54	94.08	96.80	89.62	94.47	96.46	96.39	96.63	100.67	96.56	99.47
Electric lamps	88.36	87.42	89.91	91.24	92.77	93.21	89.19	89.48	83.95	93.84	88.37	87.31	86.04	88.13	80.57
Communication equipment	87.56	87.34	89.10	88.73	88.32	88.99	88.15	87.51	85.14	86.67	85.63	84.99	85.20	86.86	81.97
Miscellaneous electrical products	89.60	88.65	91.13	93.18	90.42	90.67	89.40	89.79	90.01	88.34	88.95	88.39	88.63	88.94	82.03
Transportation equipment	110.84	111.79	115.92	110.70	104.65	109.62	108.40	108.14	109.53	109.06	107.98	107.83	107.04	107.73	100.69
Motor vehicles and equipment	114.11	116.02	124.11	113.29	102.38	113.03	111.48	110.15	111.10	111.22	111.78	111.34	109.47	110.16	99.96
Aircraft and parts	109.08	108.81	108.40	109.88	108.00	108.26	107.06	107.18	106.70	107.98	105.71	108.67	105.01	106.63	101.91
Ship and boat building and repairing	103.75	102.31	101.92	102.44	101.26	99.20	99.84	102.57	102.70	100.74	101.91	101.77	102.18	101.40	95.00
Railroad equipment	111.90	102.11	110.15	109.69	102.65	103.47	106.70	110.12	111.38	113.42	106.80	109.30	107.17	107.41	100.70
Other transportation equipment	84.10	87.42	87.07	89.82	86.41	91.17	89.98	91.05	86.43	90.23	90.47	89.23	89.64	80.13	82.74
<i>Average weekly earnings</i>															
Electrical machinery	40.1	39.9	40.7	41.0	40.5	40.8	40.7	40.5	40.1	40.8	40.5	40.3	40.3	40.5	39.6
Electrical generating, transmission, distribution, and industrial apparatus	40.4	40.1	40.7	41.3	40.5	40.3	40.4	40.6	40.6	41.2	40.8	40.5	40.4	40.6	39.7
Electric appliances	39.0	39.4	39.4	40.1	39.8	40.3	39.5	39.5	39.4	39.6	38.9	39.3	39.3	39.5	38.8
Insulated wire and cable	42.9	42.7	42.7	43.0	41.1	41.1	40.9	40.8	41.4	42.7	42.3	42.2	41.6	41.9	41.4
Electrical equipment for vehicles	39.5	40.1	41.7	41.1	38.3	39.2	40.0	38.3	40.2	40.7	40.5	40.6	41.6	40.4	38.9
Electric lamps	39.8	39.2	40.5	41.1	41.6	41.8	41.1	40.6	39.6	40.3	41.1	40.8	40.4	40.8	39.3
Communication equipment	39.8	39.7	40.5	40.7	40.7	41.2	40.7	40.7	39.6	40.5	40.2	39.9	40.4	39.6	39.6
Miscellaneous electrical products	40.0	39.4	40.5	41.6	41.1	41.4	41.2	41.0	41.1	40.9	40.4	39.9	40.3	40.5	39.4
Transportation equipment	40.6	40.8	42.0	40.7	39.2	40.6	40.0	40.2	40.8	41.0	40.9	41.0	40.7	40.5	39.8
Motor vehicles and equipment	40.9	41.5	43.7	40.9	38.2	41.1	40.1	40.2	41.3	41.5	41.7	41.7	41.0	40.8	39.2
Aircraft and parts	40.7	40.6	40.6	41.0	40.6	40.7	40.4	40.6	40.6	40.9	40.8	40.8	40.7	40.7	40.6
Ship and boat building and repairing	39.6	39.2	38.9	39.1	38.5	38.5	38.3	38.4	39.0	39.2	39.2	39.5	39.6	39.3	39.2
Railroad equipment	39.4	36.6	39.2	39.6	37.6	37.9	38.8	39.9	40.5	40.8	38.4	39.6	39.4	39.2	38.0
Other transportation equipment	38.4	39.2	39.4	40.1	39.1	40.7	40.9	41.2	40.2	41.2	41.5	41.5	41.5	40.7	39.4
<i>Average weekly hours</i>															
Electrical machinery	\$2.28	\$2.28	\$2.28	\$2.27	\$2.24	\$2.24	\$2.23	\$2.22	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.22	\$2.18
Electrical generating, transmission, distribution, and industrial apparatus	2.39	2.39	2.38	2.37	2.35	2.34	2.33	2.32	2.33	2.33	2.31	2.30	2.30	2.32	2.26
Electric appliances	2.33	2.32	2.31	2.27	2.25	2.27	2.27	2.24	2.26	2.26	2.25	2.25	2.26	2.26	2.20
Insulated wire and cable	2.10	2.09	2.07	2.05	2.07	2.07	2.11	2.07	2.10	2.09	2.09	2.08	2.08	2.08	2.08
Electrical equipment for vehicles	2.45	2.46	2.50	2.47	2.39	2.40	2.42	2.34	2.35	2.37	2.38	2.42	2.39	2.39	2.30
Electric lamps	2.22	2.23	2.22	2.22	2.23	2.23	2.17	2.13	2.12	2.13	2.15	2.14	2.14	2.16	2.05
Communication equipment	2.20	2.20	2.20	2.18	2.17	2.16	2.15	2.15	2.15	2.14	2.13	2.13	2.13	2.15	2.07
Miscellaneous electrical products	2.24	2.25	2.25	2.24	2.24	2.20	2.19	2.17	2.19	2.16	2.15	2.14	2.15	2.18	2.11
Transportation equipment	2.73	2.74	2.76	2.72	2.67	2.70	2.71	2.69	2.68	2.66	2.64	2.63	2.63	2.66	2.53
Motor vehicles and equipment	2.79	2.81	2.84	2.77	2.68	2.75	2.78	2.74	2.69	2.65	2.68	2.67	2.67	2.70	2.55
Aircraft and parts	2.68	2.68	2.67	2.68	2.66	2.66	2.65	2.64	2.63	2.64	2.61	2.59	2.58	2.62	2.51
Ship and boat building and repairing	2.62	2.61	2.62	2.62	2.63	2.60	2.60	2.63	2.62	2.57	2.58	2.57	2.60	2.60	2.50
Railroad equipment	2.84	2.79	2.81	2.77	2.73	2.75	2.76	2.75	2.75	2.78	2.75	2.76	2.72	2.74	2.65
Other transportation equipment	2.19	2.23	2.21	2.24	2.21	2.34	2.20	2.21	2.15	2.19	2.18	2.15	2.16	2.19	2.10

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960				1959								Annual average			
	Feb. ²	Mar.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.			
	Average weekly earnings														1959	1958
Manufacturing—Continued																
<i>Durable goods—Continued</i>																
Instruments and related products	\$95.88	\$94.07	\$94.19	\$96.23	\$94.71	\$94.53	\$43.89	\$93.48	\$93.71	\$94.35	\$91.98	\$92.21	\$91.53	\$93.25	\$87.38	
Laboratory, scientific, and engineering instruments	116.47	113.57	112.05	116.14	112.44	112.14	110.66	112.63	109.93	112.10	108.42	110.30	110.04	111.14	103.07	
Mechanical measuring and controlling instruments	95.30	92.34	98.61	94.94	92.97	92.80	91.90	91.98	93.52	95.30	93.30	92.66	91.53	92.62	86.72	
Optical instruments and lenses	96.00	97.11	95.06	97.48	93.57	95.68	95.63	93.84	93.30	90.05	90.35	88.29	88.48	92.25	88.51	
Surgical, medical, and dental instruments	84.66	82.99	83.84	83.64	83.64	82.44	84.87	83.03	83.64	82.62	81.41	81.61	81.00	82.82	78.00	
Ophthalmic goods	79.18	79.60	79.19	79.59	79.38	77.39	76.44	77.97	78.94	78.55	77.16	76.95	77.59	71.41		
Photographic apparatus	106.86	104.90	104.86	109.65	108.20	107.48	108.98	104.55	105.32	105.63	102.47	101.96	104.65	107.53		
Watches and clocks	70.83	76.82	77.81	77.41	78.80	80.57	79.77	79.15	77.01	77.42	76.46	76.22	75.65	77.41	73.71	
Miscellaneous manufacturing industries	78.18	77.81	78.20	78.76	77.16	77.33	76.05	76.75	75.60	76.95	76.57	76.57	75.60	76.57	73.26	
Jewelry, silverware, and plated ware	80.32	79.35	79.10	84.91	83.66	83.46	81.25	79.68	75.17	77.87	78.47	78.09	77.33	79.45	75.70	
Musical instruments and parts	88.10	88.70	88.32	92.42	92.18	93.04	91.78	88.34	85.24	86.93	86.88	87.51	88.78	86.99	83.79	
Toys and sporting goods	71.71	70.80	70.64	70.59	70.62	70.75	70.80	64.73	67.46	68.28	68.92	68.64	69.17	69.41		
Pens, pencils, other office supplies	70.71	70.92	70.13	71.96	70.80	70.58	70.75	71.86	68.82	71.69	70.22	70.05	70.00	70.58	67.72	
Costume jewelry, buttons, notions	68.56	69.17	69.52	69.48	68.64	69.87	70.68	69.30	66.59	70.58	70.55	69.45	67.20	68.90	65.18	
Fabricated plastics products	83.22	83.23	84.04	83.83	82.39	83.40	82.00	83.00	84.80	83.82	83.20	81.97	81.36	83.20	79.17	
Other manufacturing industries	81.61	80.79	81.00	81.20	78.41	78.79	78.41	79.99	79.79	81.00	79.40	79.20	78.41	79.40	76.04	
<i>Average weekly hours</i>																
Instruments and related products	40.8	40.2	40.6	41.3	41.0	41.1	41.0	41.0	41.1	41.2	40.7	40.8	40.5	40.9	39.9	
Laboratory, scientific, and engineering instruments	42.2	41.6	41.5	42.7	41.8	42.0	41.6	42.5	41.8	42.3	41.7	42.1	42.0	42.1	40.9	
Mechanical measuring and controlling instruments	40.9	39.8	40.7	41.1	40.6	40.7	40.8	40.7	41.2	41.8	41.1	41.0	40.5	40.8	39.6	
Optical instruments and lenses	41.2	41.5	40.8	42.2	40.6	41.6	41.4	40.8	41.1	40.2	40.7	40.5	40.4	41.0	40.6	
Surgical, medical, and dental instruments	40.7	39.9	40.5	40.8	40.6	40.7	41.2	40.5	41.0	40.7	40.3	40.2	40.1	40.6	40.0	
Ophthalmic goods	39.2	40.0	40.2	40.4	40.5	39.4	40.2	40.9	40.7	40.4	40.5	40.6	40.2	38.6		
Photographic apparatus	41.1	40.5	40.8	42.5	42.1	41.8	41.4	41.0	41.3	41.3	40.8	40.5	40.3	41.2	40.3	
Watches and clocks	39.0	38.8	39.3	38.9	40.0	40.9	40.7	40.8	39.9	39.7	39.3	39.7	39.4	39.9	39.0	
Miscellaneous manufacturing industries	40.3	39.9	40.1	40.6	40.4	40.7	40.5	40.4	40.0	40.5	40.3	40.3	40.0	40.3	39.6	
Jewelry, silverware, and plated ware	41.4	40.9	41.2	43.1	42.9	42.8	42.1	41.5	40.2	41.2	41.3	41.1	40.7	41.6	40.7	
Musical instruments and parts	40.6	40.5	40.7	42.2	41.9	42.7	42.1	40.9	40.4	41.2	40.6	40.7	41.1	41.2	39.9	
Toys and sporting goods	39.4	38.9	38.6	39.0	39.9	40.2	40.0	39.5	39.9	38.9	39.3	39.4	39.0	39.3	38.9	
Pens, pencils, other office supplies	39.5	39.4	39.4	40.2	40.0	40.1	40.2	40.6	39.1	40.5	39.9	39.8	40.0	40.1	39.6	
Costume jewelry, buttons, notions	39.4	39.3	39.5	39.7	39.0	39.7	40.1	39.0	38.6	40.5	40.2	39.9	39.3	39.6	38.8	
Fabricated plastics products	41.2	41.0	41.4	41.5	41.4	41.7	41.5	41.5	41.7	41.7	41.6	41.4	41.3	41.6	40.6	
Other manufacturing industries	40.4	39.8	39.9	40.4	39.8	40.2	39.8	40.4	40.3	40.5	39.9	40.0	39.8	40.1	39.4	
<i>Average hourly earnings</i>																
Instruments and related products	\$2.85	\$2.34	\$2.32	\$2.33	\$2.31	\$2.30	\$2.29	\$2.28	\$2.28	\$2.29	\$2.26	\$2.26	\$2.26	\$2.28	\$2.19	
Laboratory, scientific, and engineering instruments	2.76	2.73	2.70	2.72	2.69	2.67	2.66	2.65	2.63	2.65	2.60	2.62	2.62	2.64	2.52	
Mechanical measuring and controlling instruments	2.33	2.32	2.30	2.31	2.29	2.28	2.25	2.26	2.27	2.28	2.27	2.26	2.26	2.27	2.19	
Optical instruments and lenses	2.33	2.34	2.33	2.31	2.28	2.30	2.31	2.30	2.27	2.24	2.22	2.18	2.19	2.25	2.18	
Surgical, medical, and dental instruments	2.08	2.08	2.07	2.05	2.06	2.05	2.06	2.05	2.04	2.03	2.02	2.03	2.02	2.04	1.95	
Ophthalmic goods	2.02	1.99	1.97	1.97	1.96	1.98	1.94	1.93	1.93	1.93	1.91	1.90	1.90	1.93	1.85	
Photographic apparatus	2.60	2.59	2.57	2.58	2.57	2.57	2.56	2.55	2.55	2.55	2.54	2.53	2.53	2.54	2.42	
Watches and clocks	1.97	1.98	1.99	1.97	1.97	1.96	1.94	1.93	1.95	1.92	1.92	1.92	1.94	1.89	1.89	
Miscellaneous manufacturing industries	1.94	1.95	1.95	1.94	1.91	1.90	1.90	1.89	1.90	1.90	1.90	1.90	1.90	1.90	1.85	
Jewelry, silverware, and plated ware	2.17	2.19	2.17	2.19	2.20	2.20	2.18	2.16	2.11	2.11	2.14	2.15	2.16	2.16	2.10	
Musical instruments and parts	1.82	1.82	1.83	1.81	1.77	1.76	1.77	1.74	1.74	1.74	1.74	1.75	1.76	1.76	1.72	
Toys and sporting goods	1.70	1.80	1.78	1.79	1.77	1.76	1.76	1.77	1.76	1.77	1.76	1.76	1.75	1.76	1.71	
Pens, pencils, other office supplies	1.74	1.76	1.76	1.75	1.76	1.76	1.76	1.75	1.72	1.75	1.75	1.74	1.71	1.74	1.68	
Costume jewelry, buttons, notions	2.02	2.03	2.03	2.02	1.99	2.00	2.00	2.00	2.00	2.01	2.00	1.98	1.97	2.00	1.95	
Fabricated plastics products	2.02	2.03	2.03	2.01	1.97	1.96	1.97	1.98	1.98	2.00	1.99	1.98	1.97	1.98	1.93	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960												1959												Annual average									
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958																			
	Average weekly earnings																																	
Manufacturing—Continued																																		
Nondurable goods																																		
Food and kindred products	\$36.94	\$36.33	\$38.78	\$37.74	\$35.68	\$30.11	\$34.87	\$35.48	\$35.89	\$35.88	\$34.42	\$34.42	\$33.00	\$35.68	\$31.81	\$31.81																		
Meat products	95.11	95.26	104.73	105.22	103.05	101.95	95.06	95.53	94.60	94.54	95.37	94.25	94.95	93.48	92.42	91.08	91.08																	
Dairy products	87.31	87.53	86.80	86.30	86.73	90.52	86.53	87.56	87.77	88.11	84.25	84.77	81.73	97.23	91.73	91.73																		
Canning and preserving	69.75	69.17	68.15	68.47	65.74	67.82	71.65	66.52	66.42	67.42	68.25	68.32	67.55	67.54	66.18	66.18																		
Grain-mill products	94.61	92.87	93.96	95.05	93.98	96.57	93.73	93.49	92.38	90.80	88.20	80.94	80.09	92.66	86.79	86.79																		
Bakery products	85.17	84.56	85.22	85.01	84.42	85.67	83.21	84.21	84.25	82.43	80.89	81.40	81.80	85.21	79.00	79.00																		
Sugar	99.19	95.04	97.31	94.77	92.62	98.59	93.84	94.58	93.89	103.60	91.39	91.60	87.74	92.10	95.73	95.73																		
Confectionery and related products	70.49	69.38	68.90	69.55	69.55	70.47	69.45	69.92	70.27	60.34	67.95	66.61	67.20	68.00	66.50	66.50																		
Beverages	95.65	93.03	96.07	95.26	95.50	100.67	99.60	99.90	98.77	98.06	95.75	93.93	92.86	96.80	92.22	92.22																		
Miscellaneous food products	85.06	86.11	86.73	87.35	86.73	87.78	85.27	84.44	83.80	82.83	82.61	83.01	82.62	84.65	82.93	82.93																		
Tobacco manufacturers	60.20	61.37	67.49	64.56	63.92	63.40	65.93	70.88	67.99	67.51	65.02	64.39	63.53	65.40	62.55	62.55																		
Cigarettes	68.07	72.76	82.64	81.81	83.00	82.20	87.44	87.31	80.60	81.41	77.42	77.22	77.41	81.80	77.55	77.55																		
Cigars	53.05	52.26	53.11	55.58	55.34	54.53	53.06	52.78	54.14	51.89	51.18	51.65	51.90	53.02	51.70	51.70																		
Tobacco and snuff	62.10	61.94	68.08	66.70	66.64	66.25	67.12	68.60	67.03	67.41	65.08	64.84	65.19	66.82	62.70	62.70																		
Tobacco stemming and redrying	50.81	50.75	57.55	44.82	49.39	52.27	50.65	50.19	60.64	62.98	52.46	54.02	51.30	52.40	49.92	49.92																		
Average weekly hours																																		
Food and kindred products	39.7	39.6	41.1	41.0 ¹	40.8	41.4	41.4	40.9	41.0	40.8	40.2	40.2	40.0	40.8	40.7	40.7																		
Meat products	39.3	39.2	42.4	43.3	43.3	43.3	43.8	40.9	41.0	40.6	40.4	39.9	39.9	40.2	41.2	40.3																		
Dairy products	40.8	40.9	40.9	40.9	41.3	42.7	41.8	42.3	42.4	41.8	41.5	41.6	41.3	41.7	42.0	42.0																		
Canning and preserving	37.5	37.8	38.5	36.9	38.0	30.2	41.9	39.9	39.3	39.3	39.2	39.2	39.6	39.1	39.6	39.6																		
Grain-mill products	43.2	42.6	43.1	43.6	43.5	44.3	43.8	44.1	44.2	43.0	42.2	43.1	42.9	43.5	43.5	43.5																		
Bakery products	39.8	39.7	40.2	40.1	40.2	40.6	40.2	40.7	40.7	40.5	39.7	40.1	40.1	40.2	40.1	40.1																		
Sugar	41.5	41.5	48.9	48.6	49.6	41.6	41.6	41.3	41.0	43.9	41.8	41.3	41.0	43.3	44.2	44.2																		
Confectionery and related products	39.6	39.2	39.6	40.2	39.8	40.5	39.7	39.5	39.7	39.4	39.0	38.5	38.3	39.6	39.7	39.7																		
Beverages	39.2	38.6	39.7	39.2	39.6	41.6	41.5	41.8	41.5	41.2	40.4	39.8	39.6	40.5	40.1	40.1																		
Miscellaneous food products	40.7	41.2	41.9	42.2	41.9	42.2	41.8	41.8	41.9	41.7	41.1	41.3	41.6	41.7	41.3	41.3																		
Tobacco manufacturers	35.0	36.1	39.7	38.2	40.2	40.9	40.7	40.1	39.3	38.8	37.8	38.1	38.5	39.4	39.1	39.1																		
Cigarettes	33.7	36.2	41.0	40.3	41.5	41.1	43.5	42.7	42.8	40.5	39.3	39.4	39.9	40.9	40.6	40.6																		
Cigars	37.1	36.8	37.4	38.6	38.7	38.4	37.9	37.7	38.4	38.8	36.3	36.9	37.0	37.6	37.8	37.8																		
Tobacco and snuff	34.5	34.8	38.9	37.9	38.7	37.7	38.8	38.2	38.3	38.8	37.4	37.7	37.9	38.4	37.6	37.6																		
Tobacco stemming and redrying	34.1	35.0	40.6	33.7	40.4	43.2	40.2	37.7	37.9	39.1	37.0	37.0	35.0	39.4	38.7	38.7																		
Average hourly earnings																																		
Food and kindred products	\$2.10	\$2.18	\$2.16	\$2.14	\$2.10	\$2.08	\$2.08	\$2.09	\$2.09	\$2.10	\$2.10	\$2.10	\$2.10	\$2.01	\$2.01	\$2.01																		
Meat products	2.42	2.43	2.47	2.43	2.38	2.35	2.33	2.33	2.33	2.34	2.34	2.35	2.34	2.36	2.26	2.26																		
Dairy products	2.14	2.14	2.11	2.11	2.10	2.12	2.07	2.07	2.07	2.06	2.05	2.04	2.02	2.07	1.95	1.95																		
Canning and preserving	1.86	1.83	1.77	1.72	1.73	1.73	1.71	1.71	1.69	1.72	1.77	1.77	1.75	1.73	1.67	1.67																		
Grain-mill products	2.19	2.18	2.18	2.18	2.18	2.18	2.18	2.18	2.18	2.10	2.09	2.11	2.10	2.13	2.05	2.05																		
Bakery products	2.14	2.18	2.18	2.12	2.10	2.11	2.07	2.07	2.07	2.06	2.04	2.03	2.04	2.07	1.97	1.97																		
Sugar	2.04	2.29	1.99	1.96	2.02	2.37	2.30	2.29	2.29	2.30	2.24	2.22	2.22	2.14	2.15	2.08																		
Confectionery and related products	1.78	1.77	1.74	1.73	1.75	1.74	1.75	1.77	1.77	1.76	1.74	1.73	1.71	1.74	1.67	1.67																		
Beverages	2.44	2.41	2.42	2.43	2.42	2.42	2.40	2.39	2.38	2.38	2.37	2.36	2.34	2.39	2.30	2.30																		
Miscellaneous food products	2.00	2.09	2.07	2.07	2.07	2.08	2.04	2.02	2.00	2.01	2.01	2.01	2.01	2.03	2.03	2.03																		
Tobacco manufacturers	1.72	1.70	1.70	1.69	1.69	1.65	1.62	1.76	1.73	1.74	1.72	1.69	1.65	1.66	1.60	1.60																		
Cigarettes	2.02	2.01	2.04	2.03	2.00	2.01	2.04	1.99	2.01	1.97	1.96	1.94	2.00	1.91	1.91	1.91																		
Cigars	1.43	1.42	1.42	1.44	1.43	1.42	1.40	1.40	1.41	1.41	1.41	1.40	1.40	1.41	1.37	1.37																		
Tobacco and snuff	1.80	1.78	1.75	1.76	1.74	1.76	1.75	1.75	1.75	1.76	1.72	1.72	1.74	1.67	1.67	1.67																		
Tobacco stemming and redrying	1.49	1.45	1.42	1.33	1.22	1.21	1.20	1.57	1.60	1.61	1.60	1.60	1.58	1.55	1.53	1.53																		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959										Annual average																			
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.																				
	Average weekly earnings																																
Manufacturing—Continued																																	
Nondurable goods—Continued																																	
Textile-mill products	\$63.83	\$64.16	\$64.48	\$64.87	\$64.40	\$64.40	\$63.28	\$64.87	\$63.83	\$64.46	\$63.83	\$63.83	\$63.43	\$63.43	\$58.29																		
Scouring and combing plants	70.18	69.70	72.25	71.06	70.53	69.73	74.34	70.11	75.16	75.85	73.87	73.87	72.16	64.06	62.36																		
Yarn and thread mills	58.59	59.70	60.20	60.35	59.90	59.90	60.20	59.45	60.35	59.45	59.20	59.20	58.95	52.36	52.36																		
Broad-woven fabric mills	65.28	64.27	64.74	65.82	64.74	64.74	63.27	64.90	65.71	64.02	63.55	62.42	62.17	63.29	56.26																		
Narrow fabrics and smallwares	65.93	65.76	65.36	66.75	65.27	65.11	65.36	64.96	65.69	66.98	66.65	66.65	64.31	65.53	60.37																		
Knitting mills	55.48	56.47	56.32	56.77	57.96	57.66	57.45	58.71	57.13	58.41	57.66	57.37	57.22	57.51	54.75																		
Dyeing and finishing textiles	71.10	71.10	70.58	73.78	72.83	72.31	69.66	71.04	70.45	74.22	72.24	71.99	72.50	71.48	66.83																		
Carpets, rugs, other floor coverings	80.36	81.32	81.71	81.32	79.17	80.73	80.73	81.51	82.91	79.76	81.71	81.51	83.03	81.51	77.30																		
Hats (except cloth and millinery)	56.45	59.57	62.24	63.00	57.78	57.26	60.02	64.90	60.35	62.93	62.73	60.86	61.18	61.71	58.74																		
Miscellaneous textile goods	74.37	76.30	77.27	76.45	72.68	74.62	74.62	74.48	74.44	75.03	73.89	72.72	73.44	73.71	68.95																		
Apparel and other finished textile products	55.34	56.11	55.44	55.85	56.15	55.02	55.60	56.85	55.57	55.05	55.63	55.63	55.85	55.63	53.45																		
Men's and boys' suits and coats	66.23	68.00	67.08	68.32	68.02	67.28	67.61	64.18	65.65	65.84	64.06	63.18	65.47	60.37	60.37																		
Men's and boys' furnishings and work clothing	46.86	48.58	48.58	49.13	49.65	49.27	49.91	49.66	49.90	49.02	48.60	48.25	48.38	48.76	46.08																		
Women's outerwear	59.86	59.86	58.14	58.99	58.48	55.76	57.61	61.24	60.20	57.29	60.01	61.05	61.07	59.51	57.63																		
Women's, children's undergarments	50.20	51.18	50.96	51.52	53.02	52.36	51.52	51.89	50.09	51.15	50.68	50.74	51.66	51.29	49.59																		
Millinery	66.77	71.04	65.08	60.82	58.70	60.64	67.32	68.61	64.33	66.45	62.10	65.83	65.34	62.93	64.08																		
Children's outerwear	51.84	52.48	52.62	50.54	52.22	50.26	50.20	51.24	53.02	52.08	51.01	49.13	49.40	51.10	50.23																		
Miscellaneous apparel and accessories	53.00	52.42	52.20	52.91	52.91	52.62	52.91	53.82	52.59	52.97	51.60	52.26	51.97	52.54	50.76																		
Other fabricated textile products	60.80	60.38	59.78	59.97	59.52	59.90	59.75	58.75	59.28	60.13	59.44	60.60	60.97	59.59	56.85																		
Average weekly hours																																	
Textile-mill products	39.4	40.1	40.3	40.8	40.5	40.5	39.8	40.8	40.4	40.8	40.4	40.3	40.4	40.4	38.6																		
Scouring and combing plants	40.8	41.0	42.5	41.8	40.3	40.3	42.0	41.0	43.7	44.1	43.2	44.1	42.6	42.2	40.6																		
Yarn and thread mills	38.8	39.8	40.4	40.5	40.2	40.2	36.6	40.4	39.9	40.5	39.9	40.0	39.9	40.1	37.4																		
Broad-woven fabric mills	40.8	41.2	41.5	42.0	41.5	41.5	40.3	41.6	41.1	41.3	41.0	40.8	40.9	41.1	38.8																		
Narrow fabrics and smallwares	40.2	40.1	40.1	40.7	39.8	39.7	40.1	40.1	40.8	41.6	41.4	41.4	40.7	39.2	39.2																		
Knitting mills	36.5	37.4	37.3	38.1	38.9	38.7	38.3	39.4	38.6	39.2	38.7	38.5	38.4	48.6	37.5																		
Dyeing and finishing textiles	40.4	41.1	40.8	42.4	42.1	41.8	40.5	41.3	41.2	42.9	42.0	42.1	42.4	41.8	40.5																		
Carpets, rugs, other floor coverings	41.0	41.7	41.9	41.7	40.6	41.4	41.4	41.9	42.3	40.9	41.9	41.8	42.8	31.8	40.9																		
Hats (except cloth and millinery)	33.8	36.1	36.4	37.5	34.6	34.7	35.1	37.3	35.5	36.8	36.9	35.8	36.2	6.3	35.6																		
Miscellaneous textile goods	40.2	40.8	41.1	41.1	39.5	40.5	40.5	40.7	40.9	41.0	40.6	40.4	40.8	40.5	39.4																		
Apparel and other finished textile products	35.7	36.2	36.0	36.5	36.7	36.2	36.4	37.4	36.8	36.7	36.6	36.6	36.5	36.6	35.4																		
Men's and boys' suits and coats	37.0	38.2	37.9	38.6	38.0	37.8	38.2	37.1	37.3	37.2	36.4	35.9	37.2	34.3	34.3																		
Men's and boys' furnishings and work clothing	35.5	36.8	36.8	37.5	37.9	37.9	38.1	38.8	38.2	38.3	37.6	37.4	37.5	37.8	36.0																		
Women's outerwear	34.6	34.4	33.8	34.1	34.0	32.2	33.3	35.4	35.0	34.1	35.3	35.7	35.3	34.6	34.1																		
Women's, children's undergarments	35.6	36.3	36.4	36.8	37.6	37.4	36.8	37.6	36.3	36.8	36.2	36.8	36.9	36.9	36.2																		
Millinery	35.9	37.0	34.8	33.6	31.9	32.6	34.7	36.3	34.4	31.7	29.6	32.5	36.5	34.2	35.0																		
Children's outerwear	36.0	36.7	36.8	36.7	35.3	35.9	35.6	36.6	37.6	37.2	36.7	35.6	35.8	36.5	36.4																		
Miscellaneous apparel and accessories	36.3	36.4	36.5	37.0	37.0	36.8	37.0	37.9	37.3	37.3	36.4	36.8	36.6	37.0	36.0																		
Other fabricated textile products	38.0	37.5	37.6	38.2	38.4	38.4	38.3	38.4	38.0	38.3	38.1	38.6	38.2	38.2	37.4																		
Average hourly earnings																																	
Textile-mill products	\$1.62	\$1.60	\$1.60	\$1.50	\$1.59	\$1.59	\$1.59	\$1.59	\$1.58	\$1.68	\$1.58	\$1.57	\$1.57	\$1.57	\$1.51																		
Scouring and combing plants	1.72	1.70	1.70	1.70	1.75	1.73	1.77	1.71	1.72	1.72	1.71	1.67	1.65	1.71	1.60																		
Yarn and thread mills	1.51	1.50	1.49	1.49	1.49	1.49	1.50	1.49	1.49	1.49	1.49	1.48	1.46	1.47	1.40																		
Broad-woven fabric mills	1.60	1.56	1.56	1.56	1.56	1.56	1.57	1.56	1.55	1.55	1.55	1.53	1.52	1.54	1.45																		
Narrow fabrics and smallwares	1.64	1.64	1.64	1.64	1.64	1.64	1.63	1.62	1.61	1.61	1.61	1.61	1.58	1.61	1.54																		
Knitting mills	1.52	1.51	1.51	1.49	1.49	1.49	1.63	1.60	1.49	1.49	1.49	1.49	1.49	1.49	1.46																		
Dyeing and finishing textiles	1.76	1.73	1.73	1.74	1.73	1.73	1.72	1.72	1.71	1.73	1.72	1.71	1.71	1.71	1.66																		
Carpets, rugs, other floor coverings	1.96	1.95	1.95	1.95	1.95	1.95	1.95	1.95	1.96	1.96	1.95	1.95	1.94	1.95	1.89																		
Hats (except cloth and millinery)	1.67	1.65	1.71	1.68	1.67	1.65	1.71	1.74	1.70	1.71	1.70	1.70	1.69	1.70	1.65																		
Miscellaneous textile goods	1.85	1.87	1.88	1.86	1.84	1.84	1.84	1.83	1.82	1.83	1.82	1.82	1.80	1.82	1.75																		
Apparel and other finished textile products	1.55	1.55	1.54	1.63	1.53	1.53	1.53	1.52	1.51	1.50	1.52	1.53	1.52	1.52	1.51																		
Men's and boys' suits and coats	1.79	1.78	1.77	1.79	1.77	1.78	1.77	1.73	1.76	1.76	1.77	1.76	1.76	1.76	1.76																		
Men's and boys' furnishings and work clothing	1.32	1.32	1.32	1.31	1.31	1.30	1.31	1.28	1.28	1.28	1.29	1.29	1.29	1.29	1.28																		
Women's outerwear	1.73	1.74	1.72	1.73	1.72	1.70	1.73	1.73	1.72	1.68	1.70	1.71	1.73	1.72	1.69																		
Women's, children's undergarments	1.41	1.41	1.40	1.40	1.41	1.40	1.40	1.38	1.38	1.39	1.40	1.39	1.40	1.39	1.37																		
Millinery	1.86	1.92	1.87	1.81	1.84	1.86	1.94	1.89	1.87	1.78	1.76	1.81	1.79	1.84	1.83																		
Children's outerwear	1.44	1.43	1.43	1.40	1.40	1.40	1.41	1.40	1.41	1.40	1.40	1.39	1.38	1.40	1.38																		
Miscellaneous apparel and accessories	1.46	1.44	1.43	1.43	1.43	1.43	1.43	1.42	1.41	1.42	1.42	1.42	1.42	1.42	1.41																		
Other fabricated textile products	1.60	1.61	1.59	1.57	1.55	1.56	1.56	1.55	1.56	1.57	1.56	1.57	1.57	1.56	1.52																		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Paper and allied products.....	\$94.08	\$94.73	\$95.20	\$95.22	\$95.22	\$95.67	\$96.77	\$95.68	\$95.03	\$94.60	\$93.52	\$92.57	\$92.66	\$94.16	\$88.53
Pulp, paper, and paperboard mills.....	103.29	103.97	104.24	104.48	104.72	104.48	106.32	104.08	104.78	102.75	101.64	100.74	100.07	102.73	96.10
Paperboard containers and boxes.....	85.41	86.67	87.74	86.93	88.20	89.68	90.95	90.31	87.78	87.09	87.57	86.11	86.74	87.78	82.41
Other paper and allied products.....	84.07	84.05	84.67	85.07	83.64	83.84	83.00	83.00	83.40	83.20	83.90	82.78	83.42	82.96	78.96
Printing, publishing, and allied industries.....	105.05	104.12	104.56	106.88	103.79	104.83	106.70	103.79	103.52	102.87	102.11	102.64	103.41	97.90	
Newspapers.....	108.72	108.42	107.45	113.31	107.76	110.00	111.16	108.32	108.02	106.63	108.22	107.87	105.60	108.28	103.43
Periodicals.....	116.00	111.20	111.35	108.93	113.96	119.83	132.30	119.83	114.29	108.67	106.50	108.63	111.50	113.15	102.07
Books.....	91.60	89.44	91.14	92.57	90.29	91.31	92.23	93.61	90.28	90.62	90.00	90.06	90.52	85.80	
Commercial printing.....	105.20	103.35	105.34	106.92	104.28	104.67	106.00	102.05	102.83	101.92	101.61	101.39	102.68	102.96	97.22
Lithographing.....	109.75	107.86	107.73	109.89	107.19	108.67	109.60	108.13	108.53	106.26	104.41	103.75	105.34	106.40	98.81
Greeting cards.....	74.30	76.63	75.08	76.10	70.25	68.72	68.60	68.40	69.50	70.02	69.09	70.10	71.21	70.07	67.03
Bookbinding and related industries.....	82.01	81.20	81.79	83.28	81.66	80.43	81.09	81.12	81.33	80.11	79.28	79.10	78.52	80.50	74.86
Miscellaneous publishing and printing services.....	116.66	118.81	118.50	118.78	117.18	114.93	117.34	116.10	116.43	115.25	116.70	115.12	117.00	116.19	110.75
Average weekly earnings															
Paper and allied products.....	42.0	42.1	42.5	42.7	42.7	42.9	43.2	43.1	43.0	43.0	42.9	42.6	42.7	42.8	41.9
Pulp, paper, and paperboard mills.....	43.4	43.5	43.8	43.9	44.0	43.9	44.3	44.1	44.4	44.1	44.0	43.8	43.7	43.9	42.9
Paperboard containers and boxes.....	40.1	40.5	41.0	41.2	41.8	42.3	42.5	42.6	41.8	41.9	41.9	41.2	41.7	41.8	41.0
Other paper and allied products.....	41.3	41.0	41.3	41.7	41.2	41.3	41.6	41.5	41.5	41.7	41.6	41.8	41.6	41.5	40.7
Printing, publishing, and allied industries.....	38.2	38.0	38.3	39.0	38.3	38.4	38.8	38.3	38.2	38.1	38.1	38.1	38.3	38.3	37.8
Newspapers.....	35.3	35.2	35.0	36.2	35.1	35.6	35.6	35.6	35.3	35.6	35.6	35.6	35.2	35.5	35.3
Periodicals.....	40.7	40.0	40.2	39.9	40.7	41.9	41.1	41.0	41.0	40.1	40.8	40.8	40.4	40.7	39.8
Books.....	40.0	39.4	39.8	40.6	39.6	39.7	40.1	40.7	39.4	39.4	39.3	39.5	39.7	39.7	39.0
Commercial printing.....	39.4	39.0	39.9	40.5	39.8	39.8	39.8	39.8	39.1	39.4	39.2	39.3	39.8	39.6	39.2
Lithographing.....	40.2	39.8	39.9	40.7	39.7	40.1	40.0	39.9	39.9	39.5	39.4	39.3	39.6	39.7	38.9
Greeting cards.....	38.3	38.7	38.5	38.1	38.6	38.1	37.9	38.0	38.0	38.9	38.6	38.4	38.7	38.5	38.8
Bookbinding and related industries.....	38.5	38.3	38.4	38.1	38.7	38.3	38.8	38.0	38.1	38.7	38.3	38.4	38.3	38.7	38.0
Miscellaneous publishing and printing services.....	38.0	38.7	38.6	39.2	38.8	38.2	38.6	38.7	38.3	38.3	38.9	38.5	38.9	38.6	37.8
Average weekly hours															
Paper and allied products.....	\$2.24	\$2.25	\$2.24	\$2.23	\$2.23	\$2.23	\$2.24	\$2.22	\$2.21	\$2.20	\$2.18	\$2.18	\$2.17	\$2.20	\$2.12
Pulp, paper, and paperboard mills.....	2.38	2.39	2.38	2.38	2.38	2.38	2.40	2.36	2.36	2.33	2.31	2.30	2.29	2.34	2.24
Paperboard containers and boxes.....	2.13	2.14	2.14	2.11	2.11	2.12	2.14	2.12	2.10	2.10	2.09	2.09	2.08	2.10	2.01
Other paper and allied products.....	2.05	2.05	2.05	2.04	2.03	2.03	2.02	2.00	2.00	2.00	2.00	2.00	2.00	2.01	1.94
Printing, publishing, and allied industries.....	2.75	2.74	2.73	2.74	2.71	2.73	2.75	2.71	2.71	2.70	2.68	2.68	2.68	2.70	2.56
Newspapers.....	3.08	3.08	3.07	3.12	3.07	3.09	3.11	3.06	3.06	3.06	3.04	3.04	3.03	3.05	2.93
Periodicals.....	2.85	2.78	2.77	2.72	2.80	2.85	3.00	2.86	2.79	2.71	2.75	2.76	2.78	2.62	
Books.....	2.29	2.27	2.29	2.28	2.28	2.30	2.30	2.30	2.29	2.29	2.29	2.28	2.28	2.28	2.20
Commercial printing.....	2.67	2.65	2.64	2.64	2.62	2.63	2.65	2.61	2.61	2.60	2.58	2.58	2.60	2.58	2.48
Lithographing.....	2.73	2.71	2.70	2.70	2.71	2.74	2.74	2.71	2.72	2.72	2.66	2.66	2.66	2.68	2.54
Greeting cards.....	1.94	1.96	1.95	1.84	1.82	1.83	1.81	1.80	1.81	1.80	1.79	1.84	1.82	1.75	
Bookbinding and related industries.....	2.13	2.12	2.13	2.12	2.11	2.10	2.09	2.08	2.08	2.07	2.07	2.06	2.05	2.08	1.97
Miscellaneous publishing and printing services.....	3.07	3.07	3.07	3.08	3.02	3.01	3.04	3.00	3.04	3.01	3.00	2.99	3.01	3.01	2.93
Average hourly earnings															

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960				1959								Annual average			
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.			
	Average weekly earnings															
Manufacturing—Continued																
<i>Nondurable goods—Continued</i>																
Chemicals and allied products	\$102.01	\$101.60	\$101.60	\$102.66	\$101.75	\$101.99	\$104.48	\$100.53	\$100.25	\$100.48	\$96.42	\$98.18	\$97.88	\$100.02	\$94.48	
Industrial inorganic chemicals	113.09	112.75	112.61	114.93	113.55	113.97	117.87	111.24	111.64	111.22	110.27	106.18	108.24	111.64	104.70	
Industrial organic chemicals	108.62	108.21	108.21	109.78	108.55	108.21	112.89	106.45	106.86	106.91	105.83	103.98	105.81	104.04	100.04	
Drugs and medicines	92.97	93.65	92.62	92.66	93.11	93.11	94.39	89.06	89.28	90.17	89.51	88.70	88.94	90.58	85.88	
Soap, cleaning and polishing preparations	111.87	109.15	107.94	106.26	108.16	108.58	110.30	107.49	103.17	104.55	102.38	103.07	104.74	105.47	100.86	
Paints, pigments, and fillers	99.14	98.42	98.01	98.33	99.22	96.82	101.40	98.29	98.36	98.88	100.01	99.78	97.22	98.29	93.25	
Gum and wood chemicals	84.20	84.00	82.60	84.77	87.90	82.54	86.86	84.23	85.40	84.40	84.82	85.86	80.56	83.36	80.45	
Fertilizers	73.71	77.96	78.75	78.47	76.44	75.86	80.70	77.46	75.26	75.38	81.50	81.56	75.13	78.12	74.68	
Vegetable and animal oils and fats	88.20	86.29	87.30	86.48	87.23	85.84	87.82	87.00	87.03	87.20	82.34	82.42	82.80	83.44	82.21	
Miscellaneous chemicals	93.12	93.96	93.96	94.25	93.43	92.39	92.21	91.13	91.76	92.08	91.62	91.21	90.98	91.58	87.62	
Products of petroleum and coal	116.87	116.87	116.98	117.74	118.90	117.50	120.77	116.12	118.78	117.70	117.67	118.20	118.24	117.38	110.97	
Petroleum refining	119.90	120.60	120.40	121.50	124.01	119.80	124.53	118.50	121.80	120.39	121.08	122.29	121.18	121.29	114.90	
Coke, other petroleum and coal products	107.16	105.97	106.90	106.30	103.17	108.03	108.20	108.03	109.48	108.29	105.41	104.30	108.46	105.83	97.28	
Rubber products	97.71	100.00	102.16	101.59	97.66	101.18	102.01	105.33	107.10	98.74	101.46	101.57	103.74	101.60	92.59	
Tires and inner tubes	118.68	117.71	119.80	118.59	112.62	117.49	117.56	127.74	128.74	108.93	126.13	123.98	122.96	120.01	106.04	
Rubber footwear	77.62	77.21	79.40	80.79	79.80	79.40	79.18	79.17	78.60	81.58	79.58	73.05	79.79	79.19	75.62	
Other rubber products	89.15	91.76	93.52	92.98	89.87	93.28	94.73	93.21	95.40	94.98	92.18	90.08	93.02	92.60	84.56	
Average weekly hours																
Chemicals and allied products	41.3	41.3	41.3	41.9	41.7	41.6	42.3	41.2	41.1	41.5	41.6	41.6	41.3	41.5	40.9	
Industrial inorganic chemicals	41.4	41.3	41.4	42.1	41.9	41.9	42.4	41.2	41.5	41.5	41.3	41.2	41.0	41.5	40.9	
Industrial organic chemicals	41.3	41.3	41.3	41.9	41.6	41.4	42.6	41.1	41.1	41.6	41.5	41.1	41.0	41.4	40.5	
Drugs and medicines	40.6	40.9	40.8	41.0	41.2	41.2	41.4	40.3	40.4	40.8	40.5	40.5	40.8	40.7	40.7	
Soap, cleaning and polishing preparations	41.9	41.5	41.2	41.9	41.6	41.6	42.1	41.5	40.3	41.0	40.7	40.9	41.4	41.2	41.0	
Paints, pigments, and fillers	40.8	40.5	40.5	40.8	41.0	41.0	43.0	41.9	41.3	41.5	41.9	42.2	41.2	41.3	40.9	
Gum and wood chemicals	42.1	42.0	41.3	42.6	43.3	41.9	43.0	42.1	42.7	42.2	42.6	42.1	41.1	42.1	41.9	
Fertilizers	40.5	42.6	42.8	42.7	42.0	41.7	42.7	42.1	40.9	42.6	45.0	47.3	43.7	43.4	42.3	
Vegetable and animal oils and fats	44.1	43.8	45.0	46.0	46.4	46.4	46.2	43.5	43.3	43.6	43.1	43.0	42.9	44.5	44.2	
Miscellaneous chemicals	41.0	40.5	40.5	40.8	40.8	40.7	40.8	40.6	40.9	40.9	40.9	40.8	40.7	40.1	40.1	
Products of petroleum and coal	40.3	40.3	40.2	40.6	41.0	40.8	41.5	40.6	41.1	40.9	41.0	40.9	41.2	40.9	40.5	
Petroleum refining	40.1	40.2	40.0	40.6	41.2	40.2	41.1	39.9	40.6	40.4	40.8	40.9	40.8	40.7	40.6	
Coke, other petroleum and coal products	40.9	40.6	40.8	40.5	40.3	42.7	42.6	42.7	42.6	42.3	41.5	40.9	42.7	41.5	40.2	
Rubber products	39.4	40.0	40.7	40.8	39.7	40.8	41.3	42.3	42.5	40.3	42.1	41.8	42.0	41.3	39.4	
Tires and inner tubes	38.8	39.5	40.2	40.2	38.7	38.7	40.1	40.4	43.3	43.2	36.8	42.9	42.4	41.1	38.7	
Rubber footwear	39.2	38.8	39.5	39.8	39.9	39.9	40.4	40.6	40.1	41.2	40.6	39.7	40.3	40.2	39.7	
Other rubber products	39.8	40.6	41.2	41.3	40.3	41.5	42.1	41.8	42.4	41.9	41.3	41.9	41.7	39.9	39.9	
Average hourly earnings																
Chemicals and allied products	\$2.47	\$2.46	\$2.46	\$2.45	\$2.44	\$2.45	\$2.47	\$2.44	\$2.44	\$2.42	\$2.39	\$2.36	\$2.37	\$2.41	\$2.31	
Industrial inorganic chemicals	2.73	2.73	2.72	2.73	2.71	2.72	2.78	2.70	2.69	2.68	2.67	2.65	2.63	2.69	2.56	
Industrial organic chemicals	2.63	2.62	2.62	2.62	2.61	2.61	2.65	2.69	2.60	2.57	2.55	2.52	2.52	2.58	2.47	
Drugs and medicines	2.29	2.29	2.27	2.26	2.26	2.26	2.28	2.21	2.21	2.21	2.19	2.18	2.22	2.22	2.11	
Soap, cleaning and polishing preparations	2.67	2.65	2.62	2.61	2.60	2.61	2.62	2.59	2.56	2.55	2.54	2.52	2.53	2.58	2.46	
Paints, pigments, and fillers	2.43	2.45	2.42	2.41	2.42	2.42	2.42	2.38	2.37	2.36	2.37	2.34	1.98	2.28		
Gum and wood chemicals	2.00	2.00	2.00	1.99	2.03	1.97	2.02	2.00	2.00	2.00	1.98	1.96	1.96	1.80	1.92	
Fertilizers	1.82	1.83	1.84	1.84	1.82	1.81	1.89	1.84	1.84	1.84	1.82	1.77	1.77	1.92	1.75	
Vegetable and animal oils and fats	2.00	1.97	1.94	1.98	1.88	1.85	1.89	2.00	2.01	2.00	1.98	1.94	1.89	2.25	1.86	
Miscellaneous chemicals	2.32	2.32	2.32	2.31	2.29	2.27	2.26	2.25	2.26	2.25	2.24	2.23	2.23	2.22	2.17	
Products of petroleum and coal	2.90	2.90	2.91	2.90	2.90	2.88	2.91	2.86	2.89	2.88	2.87	2.89	2.85	2.87	2.74	
Petroleum refining	2.99	3.00	3.01	3.00	3.01	2.98	3.03	2.97	3.00	2.98	2.98	2.96	2.95	2.98	2.83	
Coke, other petroleum and coal products	2.62	2.61	2.62	2.60	2.56	2.58	2.54	2.53	2.57	2.56	2.54	2.55	2.52	2.42		
Rubber products	2.48	2.50	2.51	2.49	2.46	2.48	2.47	2.40	2.52	2.45	2.41	2.43	2.46	2.46	2.35	
Tires and inner tubes	2.03	2.08	2.08	2.05	2.01	2.03	2.01	2.05	2.08	2.06	2.04	2.09	2.06	2.02	2.04	
Rubber footwear	1.98	1.99	2.01	2.03	2.00	1.99	1.96	1.95	1.96	1.96	1.96	1.96	1.94	1.97	1.93	
Other rubber products	2.24	2.26	2.27	2.25	2.28	2.28	2.25	2.23	2.25	2.24	2.20	2.18	2.20	2.23	2.12	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959									Annual average																		
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.																		
	Average weekly earnings																														
Manufacturing—Continued																															
<i>Nondurable goods—Continued</i>																															
Leather and leather products	\$60.84	\$60.64	\$61.78	\$61.07	\$60.43	\$58.28	\$59.00	\$60.48	\$60.00	\$61.50	\$60.54	\$60.57	\$60.80	\$60.70	\$67.78																
Leather: tanned, curried, and finished	51.87	51.24	51.30	52.74	51.09	50.50	50.11	50.52	50.19	50.56	50.94	51.56	51.58	50.77	50.94	58.30															
Industrial leather belting and packing	76.44	72.13	74.68	79.80	69.50	72.38	77.42	80.19	79.56	82.38	82.74	82.80	82.90	79.60	76.62																
Boot and shoe cut stock and findings	57.97	58.44	60.20	59.83	56.21	54.42	55.85	57.30	58.06	58.74	57.91	58.87	58.47	57.30	56.02																
Footwear (except rubber)	58.56	58.67	60.10	58.40	57.46	55.89	56.47	58.50	59.21	59.44	58.03	56.78	58.81	58.24	54.87																
Luggage	64.24	62.29	62.87	63.54	69.70	63.80	64.19	64.83	65.11	65.63	65.02	65.40	64.18	65.18	63.46																
Handbags and small leather goods	57.90	57.30	56.92	58.65	59.60	54.24	56.24	56.74	56.60	54.54	53.87	54.52	55.26	56.45	55.54																
Gloves and miscellaneous leather goods	52.27	52.42	50.98	53.11	53.71	52.77	51.41	52.88	51.61	51.66	50.92	51.45	51.85	51.89	50.46																
Transportation and public utilities:																															
Transportation:																															
Interstate railroads:																															
Class I railroads ²	111.45	106.60	110.00	106.86	105.25	106.17	103.88	107.85	108.28	104.60	106.09	105.00	106.43	101.50																	
Local railways and busines	97.33	97.33	95.60	96.10	95.44	94.57	94.38	95.68	95.47	95.92	95.04	93.98	92.87	94.50	90.82																
Communication:																															
Telephone	87.58	87.42	86.14	87.42	89.95	86.88	89.32	88.85	86.29	88.02	84.20	82.86	81.79	85.46	78.72																
Telegraph ⁴	95.30	94.43	95.30	95.53	95.53	95.57	100.11	97.13	96.70	96.64	97.33	94.82	92.98	95.99	90.06																
Other public utilities:																															
Gas and electric utilities	108.12	107.59	108.29	107.98	109.68	108.62	107.70	105.93	106.04	105.37	108.68	103.70	104.04	105.78	100.37																
Electric light and power utilities	109.66	107.86	108.39	107.71	108.65	108.24	108.30	107.16	107.53	106.60	104.60	105.37	104.86	106.34	101.42																
Gas utilities	100.60	99.85	101.18	101.91	103.17	102.84	99.06	98.74	98.49	97.61	96.84	98.80	99.99	94.83																	
Electric light and gas utilities combined	114.24	114.32	114.67	114.12	114.13	113.44	112.00	110.00	110.42	110.54	107.07	108.12	108.92	110.56	103.63																
<i>Average weekly hours</i>																															
Manufacturing—Continued																															
<i>Nondurable goods—Continued</i>																															
Leather and leather products	37.1	37.2	37.9	37.7	37.3	36.2	36.7	37.8	38.3	38.2	37.6	37.0	38.0	37.7	36.8																
Leather: tanned, curried, and finished	38.6	38.5	38.9	38.4	38.6	38.7	38.7	38.9	38.5	39.1	39.4	39.6	39.4	39.1	39.0																
Industrial leather belting and packing	38.6	38.8	38.1	40.1	36.2	37.5	40.5	40.5	40.5	41.9	42.0	42.9	42.0	40.8	39.7																
Boot and shoe cut stock and findings	37.4	37.7	38.9	38.6	36.5	35.8	36.5	37.7	38.7	38.9	38.1	37.0	37.4	37.7	37.1																
Footwear (except rubber)	36.6	36.9	37.8	37.2	36.6	35.7	36.2	37.5	38.2	38.1	37.2	36.4	37.7	37.4	36.1																
Luggage	38.7	37.3	37.2	37.6	41.0	37.8	37.8	39.3	39.7	39.3	38.7	38.7	38.2	38.8	38.0																
Handbags and small leather goods	38.6	38.2	38.2	39.1	40.0	36.4	38.0	38.6	38.5	37.1	36.9	37.6	38.8	38.4	38.3																
Gloves and miscellaneous leather goods	36.3	36.4	35.9	37.4	37.3	36.9	35.7	37.5	36.6	36.9	36.9	37.0	37.3	36.8	36.0																
Transportation and public utilities:																															
Transportation:																															
Interstate railroads:																															
Class I railroads ²	42.7	41.0	42.8	41.1	41.6	41.8	40.7	42.6	42.8	41.3	42.1	41.5	41.6	41.6																	
Local railways and busines	42.25	42.5	42.3	42.9	42.8	42.6	42.3	43.1	43.2	43.6	42.2	42.9	42.6	42.8	42.7																
Communication:																															
Telephone	39.1	39.2	38.8	39.2	40.7	39.9	40.6	39.2	39.4	39.0	38.8	38.4	38.4	39.2	38.4																
Telegraph ⁴	41.8	41.6	41.8	41.9	41.9	42.1	44.1	42.6	42.2	42.2	42.8	41.5	41.4	41.1	41.5																
Other public utilities:																															
Gas and electric utilities	40.8	40.6	40.9	40.9	41.3	41.3	41.3	40.9	41.1	41.0	40.5	40.7	40.8	41.0	40.8																
Electric light and power utilities	41.0	40.7	40.9	40.8	41.0	41.2	40.9	41.2	40.9	41.2	40.7	41.0	40.8	40.9	40.7																
Gas utilities	40.4	40.1	40.5	40.8	41.4	41.6	40.6	40.8	40.7	41.4	40.5	40.1	40.5	40.9	40.7																
Electric light and gas utilities combined	40.8	40.9	41.1	41.2	41.5	41.4	41.2	41.2	41.4	41.4	40.1	40.8	41.1	41.1	40.8																
<i>Average hourly earnings</i>																															
Manufacturing—Continued																															
<i>Nondurable goods—Continued</i>																															
Leather and leather products	\$1.64	\$1.63	\$1.63	\$1.62	\$1.62	\$1.61	\$1.61	\$1.60	\$1.59	\$1.61	\$1.61	\$1.61	\$1.61	\$1.61	\$1.61																
Leather: tanned, curried, and finished	2.11	2.11	2.09	2.10	2.09	2.08	2.07	2.07	2.07	2.07	2.07	2.06	2.05	2.07	2.01																
Industrial leather belting and packing	1.97	1.96	1.96	1.99	1.92	1.93	1.96	1.98	1.96	1.99	1.97	1.98	1.93	1.95	1.98																
Boot and shoe cut stock and findings	1.55	1.55	1.55	1.54	1.52	1.53	1.52	1.50	1.51	1.52	1.51	1.52	1.51	1.52	1.51																
Footwear (except rubber)	1.60	1.59	1.59	1.57	1.57	1.56	1.56	1.55	1.56	1.56	1.56	1.56	1.56	1.56	1.52																
Luggage	1.66	1.67	1.69	1.69	1.70	1.66	1.65	1.65	1.64	1.67	1.68	1.69	1.68	1.68	1.67																
Handbags and small leather goods	1.50	1.50	1.49	1.50	1.49	1.49	1.48	1.47	1.47	1.47	1.46	1.45	1.45	1.47	1.45																
Gloves and miscellaneous leather goods	1.44	1.44	1.42	1.44	1.43	1.44	1.41	1.41	1.40	1.38	1.39	1.39	1.41	1.40	1.40																
Transportation and public utilities:																															
Transportation:																															
Interstate railroads:																															
Class I railroads ²	2.61	2.60	2.57	2.60	2.53	2.54	2.54	2.52	2.53	2.54	2.52	2.53	2.54	2.54	2.44																
Local railways and busines	2.29	2.29	2.29	2.24	2.23	2.22	2.23	2.22	2.21	2.21	2.20	2.20	2.19	2.21	2.21																
Communication:																															
Telephone	2.24	2.23	2.22	2.23	2.21	2.22	2.20	2.19	2.18	2.18	2.17	2.18	2.18	2.18	2.08																
Telegraph ⁴	2.28	2.27	2.28	2.28	2.27	2.27	2.26	2.27	2.26	2.26	2.26	2.26	2.27	2.28	2.17																
Other public utilities:																															
Gas and electric utilities	2.65	2.65	2.64	2.64	2.63	2.61	2.60	2.58	2.57	2.56	2.55	2.55	2.55	2.58	2.46																
Electric light and power utilities	2.66	2.65	2.65	2.64	2.65	2.64	2.63	2.62	2.61	2.60	2.57	2.57	2.57	2.60	2.48																
Gas utilities	2.49	2.49	2.49	2.48	2.51	2.48	2.46	2.45	2.45	2.42	2.41	2.39	2.39	2.43	2.38																
Electric light and gas utilities combined	2.80	2.80	2.79	2.77	2.78	2.74	2.72	2.67	2.68	2.67	2.67	2.68	2.68	.60	2.54																

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960			1959									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.		
	Average weekly earnings													1959	1958
Wholesale and retail trade:															
Wholesale trade.....	\$90.97	\$90.35	\$90.80	\$91.94	\$91.71	\$91.53	\$91.94	\$91.53	\$91.76	\$91.13	\$90.27	\$89.42	\$89.24	\$90.27	\$87.02
Retail trade (except eating and drinking places).....	67.13	66.95	66.95	66.09	66.38	67.11	67.82	68.32	68.68	67.79	66.70	66.33	65.95	67.06	64.77
General merchandise stores.....	48.33	48.19	48.19	50.01	47.46	47.94	48.50	49.42	49.07	48.72	47.54	47.47	47.40	48.37	46.85
Department stores and general mail-order houses.....	53.85	53.69	54.19	56.70	52.98	53.82	54.60	55.08	54.82	54.72	53.55	53.55	53.15	54.36	52.60
Food and liquor stores.....	70.09	68.34	68.38	69.26	69.81	69.65	71.20	71.28	72.18	70.29	69.14	68.78	68.97	69.89	67.52
Automotive and accessories dealers.....	89.12	87.40	88.04	88.29	88.71	89.76	87.40	89.12	90.20	90.41	89.12	88.44	86.72	88.24	85.23
Apparel and accessories stores.....	51.00	51.64	51.97	53.39	51.83	51.34	52.29	52.54	52.65	52.85	51.79	51.26	49.88	51.90	50.81
Other retail trade:															
Furniture and appliance stores.....	74.62	75.44	76.67	79.80	77.46	76.18	77.42	77.79	77.15	75.95	75.12	73.51	72.51	75.76	72.31
Lumber and hardware supply stores.....	70.68	78.28	78.09	79.99	80.22	81.70	80.79	81.94	81.70	80.70	80.51	79.71	78.12	79.95	77.04
Finance, insurance, and real estate:															
Banks and trust companies ⁴	60.75	60.94	60.93	68.81	68.26	68.81	68.26	68.07	68.06	67.69	68.25	68.06	68.25	68.07	66.57
Security dealers and exchanges.....	112.12	114.52	115.49	117.14	110.15	109.43	107.22	114.84	120.43	123.72	126.01	131.40	124.67	119.24	106.88
Insurance carriers.....	87.20	87.64	87.26	86.82	86.32	85.79	85.98	86.89	86.67	85.91	85.24	85.33	85.37	85.79	82.97
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	47.36	47.64	48.12	48.40	48.24	48.20	48.36	47.91	47.44	47.32	46.92	46.52	46.12	47.44	45.20
Personal services:															
Laundries.....	46.68	46.92	47.04	47.24	46.37	46.96	46.96	46.33	46.22	46.92	47.27	46.28	45.70	46.45	44.30
Cleaning and dyeing plants.....	52.68	52.40	53.10	54.91	54.35	55.60	53.54	51.65	51.92	54.79	55.48	53.72	51.82	53.29	50.82
Motion pictures:															
Motion-picture production and distribution.....	107.57	112.13	111.63	112.89	114.31	114.51	110.97	114.98	108.26	103.15	104.80	105.02	105.12	108.36	98.65
Wholesale and retail trade:															
Wholesale trade.....	39.9	39.8	40.0	40.5	40.4	40.5	40.5	40.5	40.6	40.5	40.3	40.1	40.2	40.3	40.1
Retail trade (except eating and drinking places).....	37.5	37.4	37.4	38.2	37.5	37.7	38.1	38.6	38.8	38.3	37.9	37.9	37.9	38.1	38.1
General merchandise stores.....	33.8	33.7	33.7	36.5	33.9	34.0	34.4	35.3	35.3	34.8	34.2	34.4	34.6	34.8	34.7
Department stores and general mail-order houses.....	34.3	34.2	34.3	37.3	34.4	34.5	34.5	35.0	35.5	35.6	35.3	35.0	35.2	35.3	35.3
Food and liquor stores.....	35.4	35.2	35.4	35.7	35.8	35.9	36.7	37.1	37.4	36.8	36.2	36.3	36.4	36.3	36.3
Automotive and accessories dealers.....	43.9	43.7	43.8	43.8	43.7	44.0	43.7	43.9	44.0	44.1	43.9	44.0	43.8	43.9	43.8
Apparel and accessories stores.....	34.0	34.2	33.9	35.1	34.1	34.0	34.4	35.5	35.1	34.8	34.3	34.4	33.7	34.6	34.8
Other retail trade:															
Furniture and appliance stores.....	41.0	41.0	41.0	42.0	41.2	41.4	41.4	41.6	41.7	41.5	41.5	41.3	41.2	41.4	41.8
Lumber and hardware supply stores.....	41.5	41.2	41.1	42.1	42.0	42.6	42.3	42.9	43.0	42.7	42.6	42.4	42.0	42.3	42.1
Finance, insurance, and real estate:															
Banks and trust companies ⁴	37.5	37.4	37.8	37.6	37.3	37.6	37.3	37.4	37.6	37.4	37.5	37.6	37.5	37.4	37.4
Security dealers and exchanges.....															
Insurance carriers.....															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	39.8	39.7	40.1	40.0	40.2	40.5	40.3	40.6	40.2	40.1	40.1	40.1	40.1	40.2	40.0
Personal services:															
Laundries.....	38.9	39.1	39.2	39.7	39.3	39.8	39.8	39.6	39.5	40.1	40.4	39.9	39.4	39.7	39.2
Cleaning and dyeing plants.....	37.9	37.7	38.2	39.5	39.1	40.0	38.8	37.7	37.9	39.7	40.2	39.5	38.1	38.9	38.5
Motion pictures:															
Motion-picture production and distribution.....															
Wholesale and retail trade:															
Wholesale trade.....	\$2.28	\$2.27	\$2.27	\$2.27	\$2.27	\$2.26	\$2.27	\$2.26	\$2.26	\$2.25	\$2.24	\$2.23	\$2.22	\$2.24	\$2.17
Retail trade (except eating and drinking places).....	1.79	1.70	1.79	1.73	1.77	1.78	1.78	1.77	1.77	1.77	1.76	1.75	1.74	1.76	1.70
General merchandise stores.....	1.43	1.43	1.43	1.37	1.40	1.41	1.41	1.40	1.39	1.40	1.39	1.38	1.37	1.39	1.35
Department stores and general mail-order houses.....	1.57	1.57	1.58	1.52	1.54	1.56	1.56	1.55	1.54	1.55	1.53	1.53	1.51	1.54	1.49
Food and liquor stores.....	1.98	1.97	1.96	1.94	1.95	1.94	1.94	1.92	1.93	1.91	1.91	1.90	1.90	1.92	1.86
Automotive and accessories dealers.....	2.03	2.00	2.01	1.97	2.03	2.04	2.00	2.03	2.05	2.05	2.03	2.01	1.98	2.01	1.90
Apparel and accessories stores.....	1.50	1.51	1.53	1.52	1.52	1.51	1.52	1.48	1.50	1.51	1.51	1.49	1.48	1.50	1.46
Other retail trade:															
Furniture and appliance stores.....	1.82	1.84	1.87	1.90	1.88	1.84	1.87	1.87	1.83	1.83	1.81	1.78	1.76	1.83	1.73
Lumber and hardware supply stores.....	1.92	1.90	1.90	1.90	1.91	1.92	1.91	1.91	1.90	1.89	1.89	1.88	1.86	1.89	1.83
Finance, insurance, and real estate:															
Banks and trust companies ⁴	1.86	1.87	1.85	1.83	1.83	1.83	1.83	1.82	1.81	1.81	1.82	1.81	1.82	1.82	1.78
Security dealers and exchanges.....															
Insurance carriers.....															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴	1.10	1.20	1.20	1.21	1.20	1.19	1.20	1.18	1.18	1.18	1.17	1.16	1.15	1.18	1.13
Personal services:															
Laundries.....	1.20	1.20	1.20	1.19	1.18	1.18	1.18	1.17	1.17	1.17	1.17	1.16	1.16	1.17	1.13
Cleaning and dyeing plants.....	1.39	1.39	1.39	1.39	1.39	1.39	1.38	1.37	1.37	1.38	1.38	1.36	1.36	1.37	1.32
Motion pictures:															
Motion-picture production and distribution.....															

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Inter-

state Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

⁴ Data relate to domestic nonsupervisory employees except messengers.

⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads (see footnote 3).

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1960					1959								Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.			
	Average overtime hours ³															
Manufacturing	2.5	2.6	2.8	2.7	2.6	2.8	3.0	2.9	2.7	2.9	2.7	2.6	2.6	2.7	2.6	2.6
Durable goods	2.5	2.7	2.9	2.7	2.5	2.8	3.0	3.0	2.7	3.0	2.8	2.6	2.6	2.7	2.6	1.9
Ordnance and accessories	2.1	2.3	2.1	2.2	2.1	2.1	2.3	2.1	2.1	2.2	2.1	1.9	2.0	2.1	2.0	2.0
Lumber and wood products	2.8	2.8	2.9	3.0	3.2	3.5	3.6	4.1	3.5	3.7	3.7	3.3	3.5	3.4	3.5	2.9
Furniture and fixtures	2.3	2.6	2.7	3.5	3.2	3.5	3.2	3.2	2.8	2.7	2.4	2.3	2.5	2.9	2.6	2.1
Stone, clay, and glass products	2.7	2.8	2.9	3.0	3.2	3.4	3.6	3.9	3.6	3.6	3.8	3.5	3.2	3.4	3.2	2.8
Primary metal industries	2.1	2.4	2.8	2.6	2.8	2.6	3.0	2.6	2.4	3.1	2.9	2.7	2.5	2.6	2.5	1.3
Fabricated metal products	2.5	2.7	3.2	3.0	2.9	2.9	3.6	3.4	3.0	3.2	3.0	2.7	2.5	2.9	2.5	2.1
Machinery (except electrical)	2.8	2.9	2.8	2.9	2.5	2.7	2.8	2.8	2.9	3.2	3.0	2.9	2.7	2.7	2.7	1.7
Electrical machinery	2.0	2.0	2.4	2.4	2.2	2.5	2.6	2.4	2.1	2.3	2.1	1.8	2.0	2.2	1.8	1.5
Transportation equipment	2.9	3.2	3.8	3.5	1.9	2.5	2.7	2.7	2.6	2.8	2.6	2.6	2.5	2.5	1.9	1.9
Instruments and related products	2.3	2.3	2.2	2.7	2.6	2.5	2.4	2.3	2.4	2.2	2.0	2.0	1.9	2.3	1.5	1.5
Miscellaneous manufacturing	2.5	2.5	2.4	2.7	2.7	3.1	3.0	2.7	2.4	2.7	2.5	2.5	2.5	2.4	2.6	2.1
Nondurable goods	2.4	2.5	2.6	2.7	2.7	2.8	3.0	2.9	2.8	2.7	2.6	2.5	2.6	2.7	2.2	2.2
Food and kindred products	2.9	2.8	3.3	3.4	3.6	3.6	4.0	3.8	3.4	3.4	3.2	2.8	2.8	3.3	3.0	3.0
Tobacco manufactures	.5	.6	1.3	1.1	1.0	1.3	1.6	1.7	1.8	1.5	1.2	.7	.9	1.2	1.3	1.3
Textile-mill products	2.9	3.0	3.0	3.2	3.2	3.2	3.1	3.3	3.1	3.3	3.0	3.0	3.0	3.1	3.1	2.1
Apparel and other finished textile products	1.4	1.4	1.3	1.4	1.6	1.8	1.5	1.7	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.1
Paper and allied products	4.1	4.2	4.3	4.3	4.5	4.6	5.1	4.9	4.7	4.6	4.6	4.4	4.5	4.6	3.9	3.9
Printing and publishing	2.9	2.8	2.9	3.6	3.1	3.2	3.6	3.2	2.9	2.8	2.7	2.8	2.9	3.0	2.5	2.5
Chemicals and allied products	2.4	2.4	2.3	2.4	2.4	2.5	3.1	2.5	2.4	2.4	2.3	2.6	2.7	2.3	2.5	2.0
Products of petroleum and coal	1.4	1.5	1.6	1.5	1.8	2.1	2.3	2.0	2.3	1.7	1.6	1.8	1.9	1.8	1.5	1.5
Rubber products	2.1	2.8	3.1	2.8	3.0	3.8	4.3	4.6	4.8	3.9	3.9	3.7	4.0	3.7	2.3	2.3
Leather and leather products	1.4	1.4	1.4	1.4	1.2	1.2	1.3	1.3	1.3	1.2	1.1	1.1	1.5	1.4	1.1	1.1
Manufacturing	\$2.22	\$2.21	\$2.21	\$2.20	\$2.16	\$2.14	\$2.14	\$2.12	\$2.16	\$2.16	\$2.16	\$2.16	\$2.15	\$2.15	\$2.08	
Durable goods	2.38	2.37	2.37	2.35	2.31	2.38	2.28	2.27	2.31	2.32	2.32	2.31	2.31	2.30	2.23	
Ordnance and accessories	2.56	2.55	2.55	2.54	2.53	2.52	2.49	2.48	2.49	2.49	2.49	2.46	2.46	2.49	2.42	
Lumber and wood products	1.92	1.91	1.89	1.92	1.94	1.94	1.91	1.91	1.89	1.90	1.88	1.87	1.84	1.89	1.82	
Furniture and fixtures	1.80	1.79	1.79	1.78	1.76	1.76	1.76	1.76	1.77	1.78	1.76	1.76	1.75	1.76	1.73	
Stone, clay, and glass products	2.20	2.18	2.18	2.17	2.16	2.16	2.14	2.12	2.13	2.12	2.12	2.12	2.12	2.13	2.04	
Primary metal industries	2.78	2.77	2.78	2.77	2.70	2.87	2.86	2.85	2.73	2.74	2.74	2.74	2.73	2.70	2.61	
Fabricated metal products	2.35	2.35	2.35	2.33	2.29	2.28	2.29	2.28	2.29	2.29	2.29	2.28	2.28	2.29	2.21	
Machinery (except electrical)	2.47	2.47	2.46	2.46	2.45	2.44	2.43	2.41	2.41	2.41	2.41	2.40	2.40	2.42	2.33	
Electrical machinery	2.23	2.22	2.22	2.20	2.18	2.17	2.16	2.15	2.17	2.16	2.16	2.16	2.16	2.16	2.11	
Transportation equipment	2.64	2.64	2.64	2.64	2.60	2.62	2.62	2.60	2.57	2.57	2.65	2.55	2.55	2.58	2.47	
Instruments and related products	2.28	2.27	2.26	2.25	2.24	2.23	2.22	2.22	2.22	2.23	2.21	2.21	2.21	2.22	2.15	
Miscellaneous manufacturing	1.88	1.89	1.89	1.88	1.84	1.83	1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.80	
Nondurable goods	2.00	1.99	1.98	1.97	1.96	1.95	1.95	1.93	1.95	1.94	1.94	1.94	1.93	1.94	1.89	
Food and kindred products	2.11	2.10	2.10	2.08	2.05	2.02	1.99	1.97	2.00	2.01	2.02	2.03	2.03	2.02	1.94	
Tobacco manufactures	1.71	1.69	1.69	1.68	1.67	1.66	1.62	1.59	1.72	1.70	1.72	1.67	1.64	1.64	1.57	
Textile-mill products	1.56	1.54	1.54	1.53	1.53	1.53	1.53	1.52	1.52	1.52	1.52	1.52	1.51	1.52	1.47	
Apparel and other finished textile products	1.52	1.52	1.51	1.50	1.50	1.49	1.50	1.48	1.48	1.48	1.49	1.49	1.49	1.49	1.49	
Paper and allied products	2.14	2.14	2.14	2.12	2.12	2.12	2.12	2.10	2.10	2.08	2.07	2.07	2.06	2.09	2.02	
Printing and publishing	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	
Chemicals and allied products	2.40	2.40	2.39	2.39	2.37	2.36	2.39	2.35	2.37	2.35	2.32	2.29	2.30	2.34	2.26	
Products of petroleum and coal	2.85	2.85	2.86	2.85	2.84	2.84	2.80	2.83	2.79	2.82	2.82	2.82	2.80	2.81	2.69	
Rubber products	2.41	2.41	2.42	2.41	2.39	2.38	2.35	2.36	2.35	2.38	2.34	2.34	2.33	2.35	2.28	
Leather and leather products	1.61	1.60	1.60	1.59	1.59	1.58	1.58	1.58	1.57	1.58	1.58	1.57	1.58	1.58	1.55	

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.² Preliminary.³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

(1947-49=100)

Activity	1960				1959								Annual average		
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
	Man-hours														
Total	98.8	97.4	98.4	99.5	102.4	100.1	101.4	103.0	103.2	104.0	105.7	102.5	99.9	100.7	94.3
Mining	69.0	65.0	63.8	64.0	67.3	64.1	66.0	59.2	61.7	66.9	71.4	68.8	66.5	65.4	67.9
Contract construction	115.8	94.5	98.5	101.6	118.9	123.3	133.7	136.5	146.1	140.1	138.9	129.2	119.0	123.4	118.2
Manufacturing	98.4	100.0	100.8	101.6	102.4	99.2	99.5	101.1	99.8	101.3	103.3	100.9	99.4	99.8	92.6
Durable goods	106.2	108.2	109.3	110.3	109.8	103.4	103.3	103.9	101.6	108.0	111.7	109.3	107.1	105.6	95.9
Ordnance and accessories	333.3	333.0	332.3	332.1	334.7	328.9	328.0	326.9	313.2	322.0	325.0	327.9	322.6	325.3	303.0
Lumber and wood products	74.6	70.7	72.4	72.2	75.9	78.7	81.7	82.5	84.6	83.2	84.4	79.8	73.7	78.4	72.7
Furniture and fixtures	108.5	105.3	109.2	109.3	113.5	111.4	118.8	112.4	111.7	108.0	108.2	106.8	104.9	108.7	97.2
Stone, clay and glass products	102.7	100.3	101.3	101.2	105.0	105.4	106.9	108.9	110.3	108.9	110.0	106.9	103.8	104.6	94.7
Primary metal industries	99.7	103.0	104.3	101.1	105.2	98.1	98.1	60.2	61.4	98.4	109.6	107.2	108.3	91.1	83.7
Fabricated metal products	107.0	110.0	111.3	112.3	110.6	101.9	105.9	111.6	107.9	110.5	115.3	112.6	106.7	108.7	101.1
Machinery (except electrical)	104.4	105.7	105.3	105.1	104.8	100.0	102.0	103.5	100.9	102.5	105.6	103.5	100.7	101.0	88.9
Electrical machinery	122.3	137.5	128.4	141.5	142.7	139.3	142.0	141.0	134.2	130.7	132.4	128.5	122.9	132.6	115.9
Transportation equipment	116.1	123.9	127.0	130.1	119.2	100.5	122.4	119.9	113.6	123.1	125.4	124.9	126.0	120.4	111.6
Instruments and related products	120.8	121.2	119.8	120.6	123.5	122.4	122.8	121.7	118.3	116.9	118.7	114.7	113.4	117.1	105.4
Miscellaneous manufacturing	101.5	102.4	100.3	98.5	103.5	108.7	111.0	109.4	105.1	98.6	101.2	98.9	97.2	101.1	92.7
Nondurable goods	80.1	80.2	90.5	91.2	83.6	94.2	95.0	97.7	97.7	93.2	93.2	90.9	90.1	93.0	88.7
Food and kindred products	75.5	74.3	74.4	77.7	81.4	84.7	88.1	96.2	97.3	80.9	84.4	79.5	77.1	83.7	84.2
Tobacco manufactures	60.7	61.9	68.4	74.6	79.6	77.9	92.6	100.0	90.6	67.0	68.2	66.5	65.5	77.1	77.7
Textile-mill products	71.9	71.7	72.5	72.9	74.6	74.8	75.6	74.5	76.1	74.2	75.9	74.4	72.8	74.4	69.2
Apparel and other finished textile products	100.9	106.4	107.1	104.6	107.0	105.0	105.9	107.0	100.7	102.6	104.2	102.7	102.8	105.1	96.8
Paper and allied products	109.1	109.8	110.2	111.6	112.9	113.6	114.2	116.6	115.0	113.5	114.4	112.3	111.0	112.7	108.0
Printing and publishing	114.3	114.6	113.4	113.7	117.5	115.3	115.7	116.8	112.9	111.4	111.7	111.4	111.3	112.8	109.0
Chemicals and allied products	108.1	109.2	105.3	109.1	106.8	106.5	106.3	108.3	103.3	103.7	102.5	103.6	105.6	105.3	104.3
Products of petroleum and coal	82.5	82.5	82.7	82.1	83.1	83.4	81.3	84.0	81.0	86.1	86.8	86.4	86.3	84.1	84.2
Rubber products	98.7	102.6	104.0	106.3	106.5	104.2	108.9	110.2	108.3	108.6	99.2	98.8	92.4	103.5	92.0
Leather and leather products	83.6	86.8	90.2	91.9	92.1	91.0	88.4	90.8	94.6	94.5	94.0	90.1	88.8	92.2	86.0
	Payrolls														
Mining	106.7	104.4	105.4	110.5	104.4	95.9	94.3	98.4	106.5	115.4	110.7	106.5	105.0	104.9	
Contract construction	176.2	180.2	185.4	214.8	221.8	229.1	242.9	237.7	244.2	240.0	223.3	205.8	216.9	200.5	
Manufacturing	169.3	172.8	173.9	175.5	175.4	166.8	165.9	169.1	164.9	170.2	174.4	166.8	167.0	167.2	145.7

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

² Preliminary.TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars¹

Item	1960				1959								Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars	\$90.91	\$91.14	\$92.29	\$92.16	\$88.98	\$89.06	\$89.47	\$88.70	\$89.63	\$91.17	\$90.32	\$89.87	\$89.24	\$89.47	\$83.50
1947-49 dollars	72.32	72.56	73.60	73.43	70.84	70.96	71.46	71.07	71.78	73.23	72.57	72.53	72.14	71.81	67.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	73.49	73.67	74.56	74.92	72.45	72.51	72.83	72.23	72.97	74.15	73.49	73.14	72.65	72.83	68.46
1947-49 dollars	58.46	58.65	59.46	59.70	57.68	57.17	58.17	57.88	58.42	59.56	59.27	59.03	58.73	58.45	55.43
Worker with 3 dependents:															
Current dollars	\$1.05	\$1.23	\$2.14	\$2.50	\$0.97	\$0.63	\$0.36	\$0.75	\$0.50	\$1.71	\$1.03	\$0.68	\$0.18	\$0.36	\$2.38
1947-49 dollars	64.48	64.67	65.60	65.74	63.67	63.77	64.19	63.90	64.45	65.63	65.35	65.12	64.82	64.49	61.44

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

[1947=40=100]

Group	1960							1959							Annual average	
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	r. b July	June	May	Apr.	1959	1958	
	1959	1958														
All items.....	126.2	125.7	125.6	125.4	125.5	125.6	125.5	125.2	124.8	124.9	124.5	124.0	123.9	124.6	123.5	
Food ²	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.7	118.3	119.4	118.9	117.7	117.6	118.3	120.8	
Food at home.....	116.7	114.7	114.4	114.7	115.1	115.8	116.2	115.7	117.1	116.6	115.2	115.3	115.9	118.8		
Cereals and bakery products.....	135.8	135.5	135.2	134.8	134.5	134.2	134.1	134.1	134.0	134.4	134.2	134.5	134.1	134.2	133.8	
Meats, poultry, and fish.....	109.3	107.2	106.4	106.6	107.9	107.9	110.4	109.9	112.0	111.6	111.6	111.5	110.7	115.1		
Dairy products.....	115.3	116.4	116.5	116.5	116.7	116.0	116.1	115.8	114.1	113.3	112.3	112.6	112.9	114.3	118.8	
Fruits and vegetables.....	129.9	125.0	125.9	125.7	125.5	123.4	124.5	124.1	125.6	130.8	134.5	123.6	126.1	127.1		
Other foods at home ³	106.1	103.4	102.9	104.5	105.4	106.4	107.0	107.6	106.2	105.7	102.3	102.8	104.7	106.1	112.4	
Housing ⁴	131.4	131.3	131.2	130.7	130.4	130.4	130.1	129.7	129.3	129.0	128.9	128.8	129.2	127.7		
Rent.....	141.4	141.2	141.0	140.9	140.8	140.5	140.4	140.0	139.8	139.6	139.5	139.3	139.7	137.7		
Gas and electricity.....	124.4	124.1	124.0	122.2	122.7	121.7	121.1	121.6	120.1	119.5	119.3	118.7	118.2	119.9	117.0	
Solid fuels and fuel oil.....	136.3	137.2	139.0	139.0	137.3	138.9	138.5	135.0	133.9	134.0	133.9	134.3	133.7	134.6		
Housefurnishings.....	104.7	104.7	104.3	104.0	104.2	104.4	104.1	104.0	103.6	104.0	104.1	103.7	103.8	103.9		
Household operation.....	137.0	136.9	136.3	135.9	135.5	135.4	135.3	135.2	134.6	134.3	133.8	133.8	134.3	131.4		
Apparel.....	108.9	108.8	108.4	107.9	109.2	109.4	109.4	109.0	108.0	107.5	107.3	107.3	107.0	107.9	107.0	
Men's and boys'	109.5	109.8	108.7	108.8	106.1	109.1	108.9	108.2	108.8	108.3	108.1	105.2	106.9	108.4	106.8	
Women's and girls'	99.6	99.6	99.3	95.0	100.3	100.1	101.3	100.5	98.8	98.8	98.8	96.0	98.9	99.5	90.1	
Footwear.....	139.8	130.7	138.7	139.4	136.7	139.2	138.5	137.9	137.3	135.2	134.5	133.5	132.4	132.2	129.8	
Other apparel ⁵	92.9	93.0	92.8	92.2	93.1	93.3	92.9	92.9	92.5	92.3	91.8	91.1	91.9	92.3	92.0	
Transportation.....	146.1	146.5	147.5	147.6	148.7	149.0	148.5	146.4	146.7	146.3	145.9	145.4	145.3	146.8	140.5	
Private.....	134.4	134.9	136.3	137.5	137.9	137.4	135.3	135.3	135.2	134.2	134.9	134.5	134.4	135.2	129.7	
Public.....	199.4	199.4	196.3	197.2	197.2	196.0	195.9	194.9	194.9	194.2	192.7	192.7	192.6	193.9	188.0	
Medical care.....	155.5	155.0	154.7	153.6	153.2	153.0	152.5	152.2	151.4	151.0	150.6	150.2	149.6	150.8	144.6	
Personal care.....	132.9	132.7	132.6	132.7	132.0	132.7	132.5	132.1	131.7	131.3	131.1	130.7	130.0	131.2	128.6	
Reading and recreation.....	121.1	120.9	120.6	120.3	120.4	120.0	119.7	119.6	119.1	119.1	118.1	117.8	117.7	118.6	116.7	
Other goods and services.....	131.9	131.7	131.8	131.8	131.7	131.6	131.6	131.5	131.1	130.8	129.2	128.4	128.2	129.7	127.2	
Special groups:																
All items less food.....	120.8	129.7	129.7	129.4	129.5	129.5	129.2	128.7	128.2	127.9	127.5	127.3	127.1	127.9	126.5	
All items less shelter.....	123.7	123.1	123.0	122.9	123.1	123.1	122.9	122.4	122.7	122.2	122.5	121.6	122.2	121.2		
All commodities less food.....	113.6	115.7	116.0	115.5	118.4	116.5	116.3	116.7	115.5	115.1	114.7	114.5	115.1	113.4		
All commodities.....	117.4	116.7	116.7	116.7	117.1	117.2	117.3	117.0	116.6	117.0	116.6	115.9	115.9	116.6	116.8	
Nondurables ⁶ :	118.4	118.3	118.3	118.1	118.5	118.6	118.8	118.8	118.2	118.7	118.2	117.4	117.4	118.1	116.6	
Nondurables less food.....	119.7	119.6	119.4	119.2	119.9	119.8	119.8	119.3	118.6	116.1	117.8	117.5	118.3	116.9		
Nondurables less food and apparel	120.0	128.9	128.8	128.9	129.0	129.1	128.9	128.8	128.2	127.8	126.6	126.3	127.3	126.6		
Durables ⁷ :	112.1	112.5	113.3	113.8	113.8	114.1	113.6	112.8	112.8	113.1	112.6	112.7	112.6	113.0	110.5	
Durables less cars.....	103.6	103.6	103.4	103.4	103.3	103.4	103.3	103.1	103.6	103.5	103.8	103.4	103.3	103.5	103.4	
All services ⁸ :	140.4	149.2	148.9	148.2	147.8	147.6	147.3	146.9	146.2	145.8	145.4	145.2	144.6	145.6	142.4	
All services less rent:	151.5	151.3	150.9	150.1	149.5	149.1	149.7	148.5	147.5	147.5	147.1	146.9	146.4	147.5	143.8	
Household operation services, gas, and electricity.....	138.5	128.3	127.8	127.2	126.7	126.3	126.3	126.2	125.1	124.6	124.3	124.1	123.9	124.8	121.4	
Transportation services.....	138.2	183.9	183.6	182.7	182.7	182.2	181.2	181.7	181.2	180.9	179.3	179.7	179.1	180.3	174.1	
Medical care services.....	161.9	161.2	160.8	159.5	159.2	158.8	158.4	157.9	157.0	156.5	156.1	155.8	155.2	156.3	149.2	
Other services.....	135.0	134.9	134.7	134.1	133.6	133.7	133.1	132.6	132.2	131.6	131.4	131.2	130.6	131.7	129.6	

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Revised.

⁷ Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁸ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁹ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

(1947-49=100)

City	1960				1959								Annual average		
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
All items															
All-city average ²	126.2	125.7	125.6	125.4	125.5	125.6	125.5	125.2	124.8	124.9	124.5	124.0	123.9	124.6	123.5
Atlanta, Ga.	(9)	126.7	(9)	(9)	125.4	(9)	(9)	126.0	(9)	(9)	125.5	(9)	(9)	125.4	124.5
Baltimore, Md.	(9)	127.7	(9)	(9)	127.2	(9)	(9)	127.5	(9)	(9)	126.6	(9)	(9)	126.8	124.5
Boston, Mass.	128.3	(9)	(9)	126.4	(9)	(9)	126.7	(9)	(9)	125.6	(9)	(9)	125.1	125.8	124.8
Chicago, Ill.	129.5	129.2	129.1	128.9	129.0	129.1	129.3	129.2	128.8	128.3	127.7	127.4	127.4	128.1	127.0
Cincinnati, Ohio	(9)	123.6	(9)	(9)	123.8	(9)	(9)	123.6	(9)	(9)	123.1	(9)	(9)	123.1	122.8
Cleveland, Ohio	(9)	126.1	(9)	(9)	126.4	(9)	(9)	125.8	(9)	(9)	125.3	(9)	(9)	125.6	124.8
Detroit, Mich.	124.2	123.9	123.9	123.4	124.0	124.1	124.9	124.8	123.7	124.4	123.4	123.5	123.8	123.9	123.5
Houston, Tex.	(9)	125.6	(9)	(9)	125.4	(9)	(9)	124.8	(9)	(9)	124.1	(9)	(9)	124.6	123.6
Kansas City, Mo.	126.6	(9)	(9)	127.0	(9)	(9)	126.9	(9)	(9)	126.0	(9)	(9)	125.5	125.9	124.1
Los Angeles, Calif.	130.1	129.3	128.8	129.1	128.9	128.8	128.5	127.8	127.5	127.6	127.0	126.8	127.4	125.4	125.4
Minneapolis, Minn.	127.1	(9)	(9)	126.2	(9)	(9)	126.5	(9)	(9)	125.4	(9)	(9)	125.1	125.6	124.3
New York, N.Y.	124.7	124.5	124.4	124.1	124.2	124.1	123.7	123.5	123.0	123.5	122.5	122.1	122.8	122.8	121.1
Philadelphia, Pa.	129.4	126.0	125.5	125.5	126.5	126.2	126.0	125.8	124.4	124.2	124.0	123.2	123.6	124.5	123.1
Pittsburgh, Pa.	127.9	(9)	(9)	126.6	(9)	(9)	125.8	(9)	(9)	125.7	(9)	(9)	124.5	125.5	124.0
Portland, Oreg.	127.5	(9)	(9)	127.2	(9)	(9)	126.3	(9)	(9)	126.1	(9)	(9)	125.3	125.7	124.4
St. Louis, Mo.	(9)	126.3	(9)	(9)	126.6	(9)	(9)	126.4	(9)	(9)	126.3	(9)	(9)	126.3	124.7
San Francisco, Calif.	(9)	131.6	(9)	(9)	131.8	(9)	(9)	130.8	(9)	(9)	129.4	(9)	(9)	130.0	127.5
Scranton, Pa.	(9)	121.4	(9)	(9)	121.5	(9)	(9)	121.2	(9)	(9)	120.0	(9)	(9)	120.8	120.2
Seattle, Wash.	(9)	(9)	129.0	(9)	(9)	129.2	(9)	(9)	128.9	(9)	(9)	127.9	(9)	128.2	125.8
Washington, D.C.	(9)	121.9	(9)	(9)	121.7	(9)	(9)	122.0	(9)	(9)	121.8	(9)	(9)	121.7	121.1
Food															
All-city average ²	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.7	118.3	119.4	118.9	117.7	117.6	118.3	120.3
Atlanta, Ga.	116.8	115.0	114.1	114.5	114.2	114.3	115.3	116.5	116.4	117.0	117.1	115.6	115.7	115.7	118.0
Baltimore, Md.	119.7	118.2	116.7	116.2	117.4	117.8	118.1	118.8	118.3	119.4	118.6	117.0	117.3	118.5	120.9
Boston, Mass.	119.2	118.3	117.7	117.4	118.3	119.4	119.6	119.8	119.0	118.9	118.4	117.5	117.3	118.7	119.7
Chicago, Ill.	116.7	115.1	114.4	115.2	114.6	115.3	116.2	116.8	116.1	117.1	116.4	115.2	115.8	117.3	117.3
Cincinnati, Ohio	120.4	117.8	117.8	117.7	118.2	118.4	119.0	119.2	118.2	119.9	119.3	117.7	118.1	118.8	122.1
Cleveland, Ohio	115.8	113.4	112.9	113.1	113.4	113.1	113.5	114.2	113.8	114.6	114.6	114.1	114.3	114.1	117.2
Detroit, Mich.	119.1	116.5	115.7	115.8	116.3	116.9	118.1	118.1	116.8	118.7	116.9	117.2	117.5	117.2	121.1
Houston, Tex.	114.8	113.0	113.3	113.6	113.5	113.9	114.1	114.1	114.4	114.4	114.4	114.6	114.7	114.7	117.0
Kansas City, Mo.	112.4	110.7	110.4	111.3	111.4	111.3	111.9	112.6	112.4	112.9	113.1	111.5	111.6	112.2	114.4
Los Angeles, Calif.	126.8	124.4	123.7	125.2	125.6	123.6	124.0	123.7	122.7	123.3	123.6	122.9	123.1	123.5	123.3
Minneapolis, Minn.	118.6	116.6	116.5	117.0	117.3	117.9	117.8	118.0	117.5	119.2	118.8	117.5	118.1	118.0	118.6
New York, N.Y.	121.4	120.7	120.8	120.5	120.8	120.7	120.4	120.9	120.0	122.4	119.2	119.2	119.5	120.3	120.9
Philadelphia, Pa.	121.2	120.0	119.1	119.5	120.1	120.6	121.4	122.0	120.9	121.9	121.3	119.3	120.2	120.9	123.1
Pittsburgh, Pa.	121.0	118.4	118.6	118.7	119.1	119.6	120.1	120.7	119.5	120.5	120.8	119.4	118.7	119.8	121.8
Portland, Oreg.	121.2	120.0	120.2	121.2	121.0	120.7	121.1	121.2	121.2	121.6	121.6	120.0	119.2	120.7	120.7
St. Louis, Mo.	118.0	116.7	117.5	116.2	117.6	117.7	118.3	118.7	117.8	119.1	119.7	118.7	118.7	118.7	121.2
San Francisco, Calif.	124.6	122.7	122.2	123.6	123.1	122.3	122.9	122.8	122.0	122.2	123.0	122.3	122.2	122.6	123.1
Scranton, Pa.	115.5	113.9	113.0	113.5	113.9	114.3	115.3	116.4	115.1	117.3	116.6	114.8	114.4	115.4	118.4
Seattle, Wash.	122.8	120.9	121.0	121.4	121.1	120.8	121.1	120.8	120.8	121.4	121.6	120.7	120.2	120.8	121.3
Washington, D.C.	119.5	117.9	117.2	117.3	118.1	118.0	118.5	119.5	118.9	120.5	119.5	118.5	118.5	119.0	121.6

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

⁴ Revised.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1947-49=100, unless otherwise specified]

Commodity group	1960							1959							Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.7	119.1	119.5	119.7	119.9	120.0	119.5	119.2	
All commodities	99.2	99.1	96.6	96.3	95.5	95.4	96.7	98.6	96.7	98.2	99.2	99.5	100.0	98.2	103.1	
Farm products and processed foods	91.1	90.4	87.0	86.5	85.9	85.4	86.5	88.9	87.1	88.4	88.8	89.8	92.4	89.1	94.9	
Farm products	111.5	104.4	100.5	104.9	102.3	102.2	103.1	92.8	98.5	100.9	107.0	114.2	102.7	112.0		
Fresh and dried fruits and vegetables	79.4	78.2	76.7	77.2	76.1	76.5	75.7	76.2	77.7	78.2	78.2	78.6	79.7	77.7	78.5	
Grains	85.7	86.2	80.8	78.5	76.0	75.8	78.5	82.1	83.1	84.8	89.5	90.6	91.9	85.1	92.9	
Livestock and live poultry	96.3	96.0	96.1	95.9	95.7	94.7	94.7	95.6	95.7	100.0	101.6	101.9	101.0	98.2	101.5	
Plant and animal fibers	96.1	97.9	99.0	99.3	98.3	98.2	97.3	96.0	94.4	92.2	90.0	90.2	91.9	94.4	94.6	
Fluid milk	80.2	75.8	58.4	56.9	62.8	63.4	60.0	85.4	66.8	65.4	66.5	61.1	84.8	65.6	81.7	
Eggs	76.3	76.7	77.1	77.5	76.3	76.8	74.4	73.0	73.1	74.9	78.0	80.3	79.5	76.6	79.9	
Hay, hayseeds, and oilseeds	128.5	127.9	128.9	127.4	127.5	131.7	131.5	133.4	132.1	132.2	132.8	133.5	132.6	140.4		
Other farm products	106.8	107.3	105.7	105.6	104.7	104.9	106.4	107.8	105.8	107.5	108.1	107.7	107.2	107.0	110.9	
Processed foods	120.9	120.8	120.6	120.7	120.4	120.4	120.4	119.5	119.5	119.2	119.5	118.9	119.3	117.9		
Cereal and bakery products	96.8	97.8	93.1	92.4	90.5	90.8	95.1	96.7	94.8	99.3	101.9	101.4	100.8	95.2	100.7	
Meats, poultry, and fish	115.6	117.7	118.4	118.8	117.7	116.7	116.2	114.7	118.9	111.9	111.7	112.0	114.3	112.7		
Dairy products and ice cream	105.8	105.8	105.0	104.5	104.6	104.6	104.7	105.9	107.9	110.6	111.1	110.4	110.6	109.0	109.7	
Canned and frozen fruits and vegetables	114.1	112.7	113.9	113.3	115.6	116.7	117.4	116.4	115.5	115.2	118.6	114.4	112.1	115.1	115.6	
Sugar and confectionery	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	146.5	165.7	
Packaged beverage materials	57.9	53.1	49.4	48.7	50.1	54.2	53.2	53.5	50.9	52.7	54.4	56.9	57.9	54.6	72.0	
Animal fats and oils	47.6	45.2	45.3	46.0	45.0	45.8	48.7	52.0	55.6	57.3	58.9	57.7	54.6	53.1	60.1	
Crude vegetable oils	56.7	55.6	54.5	54.8	52.5	52.6	54.0	55.5	57.8	61.9	61.9	59.3	58.0	67.9		
Refined vegetable oils	71.5	71.5	71.2	71.2	71.1	71.9	73.6	74.2	74.1	74.9	74.6	73.9	74.0	82.8		
Vegetable oil end products	102.8	101.7	101.6	103.9	100.0	98.3	96.8	96.9	95.1	95.4	95.8	96.7	96.6			
Other processed foods	124.9	124.9	124.7	124.8	124.4	124.5	124.8	124.5	124.5	124.7	124.6	124.7	124.6	124.5	123.3	
All commodities except farm products	128.7	126.5	127.8	128.5	128.6	125.5	128.4	128.4	128.4	128.2	128.4	128.3	128.2	126.0		
All commodities except farm and foods	96.2	96.3	96.5	96.6	96.8	96.3	96.0	95.9	95.7	95.3	94.9	94.5	94.1	95.0	95.5	
Textile products and apparel	94.9	95.6	95.8	95.9	95.0	94.0	93.0	92.6	92.1	91.9	91.6	90.8	90.3	91.7	88.4	
Cotton products	102.7	102.8	102.9	104.0	104.2	103.7	104.1	104.7	104.3	105.3	102.2	101.1	99.4	101.6	100.8	
Wool products	79.5	79.4	79.8	79.4	81.1	81.4	81.0	82.1	82.3	82.2	81.5	81.0	80.6	81.1	80.2	
Mammal fiber textile products	118.0	116.6	119.5	122.0	121.7	117.4	114.2	113.2	113.7	113.4	114.2	114.0	113.6	113.5	113.5	
Silk products	100.6	100.7	100.6	100.8	100.9	100.9	100.6	100.6	100.4	99.9	99.6	99.3	100.0	99.3	99.3	
Apparel	82.5	80.5	79.8	79.3	79.4	78.5	78.8	77.8	75.2	75.5	75.6	75.7	75.8	75.2		
Other textile products	112.3	111.8	112.0	112.7	112.3	111.7	112.8	119.1	119.7	119.3	118.9	118.5	117.8	114.3	100.6	
Hides, skins, leather, and leather products	73.5	72.0	69.8	73.7	73.8	67.2	87.5	102.4	106.9	107.7	106.7	98.6	108.5	90.7	57.5	
Hides and skins	104.7	102.8	104.8	105.5	105.3	108.8	112.2	117.1	117.3	120.1	124.5	120.4	111.8	92.3		
Leather	133.7	134.7	134.2	134.2	134.1	133.8	133.2	132.3	132.3	132.6	130.2	129.5	128.2	125.5	122.1	
Footwear	107.6	107.3	107.2	108.0	107.8	106.3	113.3	113.9	114.0	112.0	112.4	110.1	109.0	97.5		
Other leather products	112.2	112.3	112.1	111.9	111.7	111.2	111.4	111.9	111.2	111.1	111.2	111.4	111.0	111.6	111.7	
Fuel, power, and lighting materials	119.2	124.0	124.1	124.1	124.1	124.0	123.6	123.0	122.0	121.1	119.8	119.3	122.6	122.9		
Coal	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	168.0	161.9		
Coke	115.9	115.6	114.5	116.6	115.5	115.8	111.1	112.8	109.2	105.8	106.8	109.9	108.6	110.9	101.7	
Gas fuels	101.8	101.8	101.8	101.8	101.8	101.2	100.7	100.8	100.6	100.8	100.8	100.8	100.9	100.8	100.4	
Electric power	115.4	110.9	114.4	114.3	118.3	119.8	114.5	115.1	116.2	114.5	115.0	119.4	116.6	117.7		
Petroleum and products	110.2	110.1	110.0	109.9	110.0	110.0	110.0	109.9	109.7	109.9	110.0	110.0	110.0	110.9	110.4	
Chemicals and allied products	124.4	124.2	124.1	124.0	124.0	123.9	123.9	123.8	123.7	123.9	123.8	123.8	123.9	123.8	123.5	
Industrial chemicals	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3		
Prepared paint	108.9	108.2	108.0	103.0	102.1	102.9	102.6	101.6	101.5	101.3	101.4	101.4	101.9	103.6		
Paint materials	94.5	94.2	94.0	93.8	93.7	93.8	93.8	93.7	93.6	93.6	93.4	93.1	92.9	93.4	94.0	
Drugs and pharmaceuticals	52.0	50.6	49.4	49.2	50.8	52.2	54.8	55.0	53.8	53.5	53.8	54.4	50.4	56.7	62.6	
Fats and oils, edible	110.2	110.1	110.1	109.6	109.8	109.5	109.4	109.2	108.8	108.9	108.9	108.9	109.6	109.5	110.7	
Mixed fertilizer	108.8	108.8	108.8	108.8	107.6	106.6	106.3	105.2	108.8	107.4	107.6	107.5	107.5	106.9	108.0	
Fertilizer materials	106.4	106.5	106.5	106.5	106.8	106.8	106.8	106.8	106.7	106.6	106.5	106.4	106.8	106.5		
Other chemicals and allied products	145.1	145.2	145.1	145.3	145.5	142.5	144.9	142.3	142.0	141.0	146.4	146.6	148.0	146.7	145.0	
Rubber and rubber products	160.9	161.1	160.7	162.8	160.5	178.6	159.6	157.9	153.8	149.3	148.7	152.9	149.9	152.0	134.0	
Crude rubber	138.1	138.1	138.1	133.3	133.3	133.3	133.3	134.3	134.3	150.0	150.0	151.9	151.9	144.0	154.2	
Tires and tubes	144.5	144.5	144.6	144.6	143.0	142.0	142.0	142.2	141.2	142.1	141.6	141.6	142.4	142.3	142.7	
Other rubber products	124.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2		
Lumber and wood products	124.2	124.5	124.9	125.1	124.8	124.3	126.2	127.2	128.5	128.3	128.9	128.2	126.3	125.8	117.7	
Lumber	136.8	137.7	137.7	137.7	137.8	137.9	138.1	138.7	138.7	138.6	139.0	134.0	128.9	127.1	118.0	
Millwork	96.1	95.9	97.0	95.2	97.2	94.5	96.8	96.6	100.9	102.4	105.2	106.2	106.6	101.2	97.1	
Plywood	133.1	133.1	133.2	133.7	132.4	132.3	132.5	132.4	132.3	132.3	132.4	132.3	132.0	132.2		
Pulp, paper, and allied products	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2		
Wood pulp	88.4	89.3	93.6	108.0	108.8	108.6	115.0	118.0	115.9	115.9	115.9	115.7	115.7	112.5	88.3	
Wastepaper	145.1	144.8	144.5	144.5	144.3	144.3	144.3	143.8	143.8	143.7	143.6	143.3	143.3	143.4	142.3	
Paper	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	136.2	136.2	136.2	136.2		
Paperboard	130.0	130.0	130.0	130.0	127.5	127.4	127.4	127.4	127.4	127.6	127.6	127.3	127.5	127.6		
Converted paper and paperboard products	145.1	146.5	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	146.0	145.7		
Building paper and board	154.4	154.5	155.3	155.5	155.8	155.8	155.8	155.8	155.8	155.8	155.8	155.8	155.8	155.8		
Metals and metal products	170.5	170.5	171.6	172.4	172.2	173.6	175.1	172.4	171.9	171.8	171.5	170.4	170.4	172.0	168.8	
Iron and steel	140.2	140.3	142.1	142.2	140.7	141.1	141.1	137.2	136.1	133.9	133.8	133.1	134.7	136.1	137.7	
Nonferrous metals	154.8	154.8	154.8	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	153.7	155.7	
Metal containers	174.1	173.8	173.4	173.4	173.2	173.8	175.1	175.0	172.9	172.9	173.0	173.0	173.0	173.0		
Hardware	132.1	133.9	133.9	134.0	133.2	132.4	131.0	131.0	131.0	131.0	130.9	130.9	130.9			

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1960				1959								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1950	1958
Machinery and motive products.....	154.0	153.9	153.9	153.8	153.7	153.6	153.7	153.9	153.8	153.6	153.0	152.5	152.1	153.0	149.8
Agricultural machinery and equipment.....	145.5	145.3	145.3	144.3	144.0	143.9	143.4	143.5	143.4	143.4	143.5	143.5	143.0	143.4	139.1
Construction machinery and equipment.....	174.7	174.3	173.9	173.6	172.9	172.9	172.5	172.4	172.0	171.8	171.7	171.7	171.8	171.9	166.1
Metalworking machinery and equipment.....	178.3	178.3	177.6	177.7	177.6	177.5	177.4	176.6	176.6	174.0	173.7	173.3	172.7	174.5	170.1
General purpose machinery and equipment.....	167.9	167.7	168.2	167.8	167.9	167.5	167.0	166.8	166.5	165.9	165.8	162.8	163.3	160.0	
Miscellaneous machinery.....	150.1	149.9	149.6	149.7	149.8	149.7	149.7	149.5	149.6	149.5	149.3	149.2	149.2	149.4	148.1
Electrical machinery and equipment.....	155.9	155.8	156.0	156.0	156.7	156.1	156.1	155.8	155.8	155.1	154.2	154.1	154.0	154.6	152.2
Motor vehicles.....	141.1	141.6	141.6	141.6	141.6	141.6	141.9	143.2	143.2	142.8	143.2	143.2	142.8	142.8	142.7
Furniture and other household durables.....	123.5	123.7	123.5	123.4	123.3	123.3	123.3	123.4	123.5	123.8	123.6	123.5	123.4	123.2	
Household furniture.....	124.9	124.9	124.7	124.2	124.3	124.4	124.4	124.2	124.2	124.2	124.0	123.8	123.4	124.1	123.0
Commercial furniture.....	156.7	156.6	155.8	155.5	155.5	155.5	155.5	155.8	155.3	155.1	155.0	155.0	155.2	154.6	
Floor coverings.....	130.8	130.6	129.6	129.0	128.3	128.3	128.9	128.6	128.6	128.1	127.8	128.1	127.8		
Household appliances.....	103.1	103.2	103.3	103.3	103.7	104.1	103.9	104.4	104.4	104.4	105.1	105.2	105.2	104.7	104.7
Television, radio receivers, and phonographs.....	91.7	91.8	91.8	91.7	91.9	91.8	92.1	92.7	93.3	94.3	92.9	92.8	92.8	94.4	
Other household durable goods.....	157.3	158.3	158.1	157.8	156.6	156.6	156.6	156.4	156.8	156.7	156.5	156.5	156.4	156.4	155.1
Nonmetallic minerals—structural.....	138.2	138.2	138.2	138.4	137.8	137.7	137.5	137.5	137.4	137.5	137.4	138.4	138.3	137.7	136.0
Flat glass.....	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.2	135.2	133.3	135.4
Concrete ingredients.....	142.2	142.1	142.0	142.0	140.4	140.4	140.4	140.4	140.4	140.4	140.2	140.2	140.2	140.3	139.0
Concrete products.....	131.0	131.0	131.0	130.5	130.4	130.3	130.3	130.3	130.2	129.7	129.9	129.7	129.7	129.4	128.1
Structural clay products.....	161.5	161.5	161.5	161.3	160.7	160.6	160.4	160.5	160.5	160.4	160.1	160.0	160.2	166.5	
Gypsum products.....	133.2	133.2	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1
Prepared asphalt roofing.....	106.6	107.6	110.6	113.6	113.6	113.6	113.6	110.8	111.9	111.9	113.6	126.4	126.4	116.4	112.8
Other nonmetallic minerals.....	134.4	133.7	133.7	132.8	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.7	132.4	131.2
Tobacco products and bottled beverages ¹	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.8	131.9	132.2	132.2	132.2	132.2	131.4	128.2
Cigarettes.....	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	
Cigars.....	106.5	106.5	106.5	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6
Other tobacco products ²	165.7	155.7	155.7	155.7	153.7	153.7	153.7	153.7	153.7	153.7	152.8	152.8	152.8	151.6	140.5
Alcoholic beverages.....	120.6	120.6	120.6	120.6	120.7	120.7	120.7	120.9	121.0	121.0	121.7	121.7	121.7	121.3	120.5
Nonalcoholic beverages.....	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	167.4	149.3
Miscellaneous products.....	95.4	94.0	93.4	95.3	94.2	93.7	91.8	88.6	92.0	92.9	91.0	95.2	98.8	94.5	94.2
Toys, sporting goods, small arms, and ammunition.....	118.3	117.8	117.8	117.7	118.0	117.7	117.7	117.7	117.7	117.5	117.0	117.0	116.9	117.5	119.0
Manufactured animal feeds.....	75.6	78.2	72.2	75.6	74.0	73.7	70.3	64.5	70.6	72.2	69.0	76.6	82.9	75.1	74.4
Notions and accessories.....	97.2	97.5	97.5	97.5	97.5	97.5	97.5	96.3	97.5	97.5	97.5	97.5	97.5	97.3	97.5
Jewelry, watches, and photographic equipment.....	110.6	110.6	110.6	110.6	109.5	108.3	108.3	108.3	108.3	108.1	108.1	108.1	108.2	108.3	107.6
Other miscellaneous products.....	132.1	131.6	131.5	131.9	131.9	131.9	132.0	132.0	132.0	131.9	132.0	132.3	132.6	132.2	132.2

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.² Preliminary.³ Revised.⁴ January 1958=100⁵ This index was formerly tobacco manufactures and bottled beverages.⁶ This index was formerly other tobacco manufactures.

TABLE D-4. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1947-49=100]

Commodity group	1900						1959						Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
All commodities.....	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.7	119.1	119.5	119.7	119.9	120.0	119.5	119.2
<i>Stage of processing</i>															
Crude materials for further processing.....	96.4	96.4	94.8	94.8	93.4	93.6	94.4	95.9	95.6	96.4	98.1	98.5	99.6	96.7	96.4
Crude foodstuffs and feedstuffs.....	88.1	88.0	84.7	83.7	81.1	81.8	83.2	85.3	85.2	86.3	88.7	89.7	91.1	88.8	92.8
Crude nonfood materials except fuel.....	108.8	108.8	110.5	111.7	111.4	112.8	112.3	112.7	112.1	112.6	113.1	112.8	112.6	112.2	106.4
Crude nonfood materials, except fuel, for manufacturing.....	106.9	106.9	108.8	110.1	106.9	111.4	110.9	111.8	110.6	111.2	111.8	110.9	111.2	110.8	106.8
Crude nonfood materials, except fuel, for construction.....	142.2	142.1	142.0	142.0	140.4	140.4	140.4	140.4	140.4	140.4	140.1	140.2	140.2	140.3	138.0
Crude fuel.....	122.9	125.7	125.5	128.0	125.7	124.2	124.2	122.5	119.7	120.3	120.3	123.4	123.4	121.2	121.2
Crude fuel for manufacturing.....	121.7	125.2	124.9	128.5	124.7	123.7	123.7	122.1	119.3	119.9	119.0	119.0	122.0	120.9	120.9
Crude fuel for nonmanufacturing.....	123.0	126.5	126.3	128.9	126.5	126.0	124.9	124.9	123.2	120.3	120.0	121.0	120.9	124.1	121.8
Intermediate materials, supplies, and components.....	127.6	127.5	127.4	127.5	127.3	127.3	127.1	126.9	127.0	127.2	127.1	127.4	127.2	127.0	125.3
Intermediate materials and components for manufacturing.....	129.5	129.4	129.5	129.5	129.4	129.5	129.4	129.4	129.1	129.4	129.5	129.3	128.6	129.0	127.2
Intermediate materials for food manufacturing.....	98.3	97.9	97.2	97.4	97.0	97.8	98.5	99.1	98.6	99.3	99.5	99.0	97.4	98.5	102.2
Intermediate materials for nondurable manufacturing.....	106.9	106.8	106.9	107.0	106.8	106.9	107.2	107.0	107.0	106.8	106.8	106.4	106.4	104.7	104.7
Intermediate materials for durable manufacturing.....	158.6	158.9	159.0	159.0	158.6	159.0	158.5	158.2	157.6	157.8	158.5	158.1	157.9	157.9	154.8
Components for manufacturing.....	152.2	152.2	152.5	152.3	152.7	152.6	151.8	151.8	151.3	152.1	151.9	150.9	151.7	151.7	149.5
Materials and components for construction.....	136.6	136.9	137.1	137.2	136.9	136.7	136.9	137.0	137.1	137.1	137.0	137.4	137.2	136.5	136.5
Processed fuels and lubricants.....	107.4	106.8	106.1	105.4	105.3	105.0	105.3	105.3	105.1	105.2	107.0	107.3	106.0	106.5	106.5
Processed fuels and lubricants for manufacturing.....	107.4	106.9	106.4	106.0	105.6	105.6	105.1	105.6	104.6	104.6	104.8	106.2	106.4	105.7	105.8
Processed fuels and lubricants for nonmanufacturing.....	107.4	106.6	105.5	104.7	104.7	105.1	105.6	105.7	107.4	105.9	106.0	106.3	106.8	106.8	107.7
Containers, nonreturnable.....	138.2	138.4	138.3	137.9	136.3	136.2	136.2	136.1	136.5	136.2	136.5	136.6	136.6	136.7	137.4
Supplies.....	117.4	116.6	116.3	117.1	117.2	117.1	118.9	114.1	115.7	116.4	114.6	116.7	116.3	116.6	111.1
Supplies for manufacturing.....	148.8	148.5	148.4	148.5	145.5	145.7	145.8	145.8	145.0	144.8	142.8	142.2	141.8	143.5	139.0
Supplies for nonmanufacturing.....	103.2	102.3	101.9	102.0	101.4	103.9	102.4	100.0	102.4	103.4	101.8	104.7	107.0	104.1	103.4
Manufactured animal feeds.....	69.8	67.5	66.7	70.2	75.1	74.7	70.6	64.0	70.5	71.5	68.1	70.0	82.0	74.7	75.0
Other supplies.....	122.8	122.7	122.6	122.3	121.2	121.2	121.1	121.1	121.1	121.1	121.1	121.1	121.1	121.1	121.1
Finished goods (goods to users, including raw foods and fuels).....	121.4	121.4	120.5	120.6	120.1	120.0	120.5	121.4	120.2	120.5	120.8	120.6	120.8	120.6	120.8
Consumer finished goods.....	113.4	113.4	112.3	112.3	111.9	111.7	112.3	113.4	111.8	112.4	112.4	112.6	112.9	112.5	113.5
Consumer foods.....	107.5	107.4	104.7	104.8	103.6	103.5	105.0	107.2	103.6	105.4	105.6	106.2	106.2	105.5	110.5
Consumer crude foods.....	100.9	96.8	98.9	91.5	94.2	94.2	92.6	92.6	93.6	93.6	91.6	91.0	91.0	91.0	91.0
Consumer processed foods.....	109.1	107.7	107.8	107.7	105.6	105.9	107.5	109.0	106.9	108.8	109.6	109.2	109.2	108.4	112.6
Consumer other nondurable goods.....	113.7	113.8	113.8	113.8	113.8	113.6	113.6	113.5	113.4	113.1	112.8	112.8	113.6	113.4	111.7
Consumer durable goods.....	126.5	126.2	126.4	126.4	126.2	126.1	126.2	126.6	126.7	126.7	126.7	126.6	126.6	126.5	125.0
Producer finished goods.....	153.0	153.9	153.8	153.8	153.5	153.6	153.6	153.8	153.6	153.6	153.6	153.2	152.9	153.2	150.3
Producer finished goods for manufacturing.....	160.1	160.1	156.8	156.9	158.9	158.9	158.9	158.7	158.7	158.4	158.2	158.1	158.1	158.1	155.0
Producer finished goods for nonmanufacturing.....	145.6	148.5	148.7	148.5	149.0	149.3	149.4	149.8	149.7	149.6	149.6	149.5	149.7	149.1	146.4
<i>Durability of product</i>															
Total durable goods.....	146.5	146.5	146.8	146.8	146.6	146.7	146.4	146.4	146.2	146.1	146.1	145.8	145.4	145.9	142.8
Total nondurable goods.....	105.6	105.5	104.3	104.3	103.8	103.7	104.2	103.0	104.4	105.0	105.2	105.8	105.2	105.0	106.4
Total manufactures.....	126.0	126.0	125.7	125.7	125.3	125.3	125.4	125.7	125.5	125.8	125.9	125.8	125.5	124.5	124.5
Durable manufactures.....	147.8	147.9	147.9	147.8	147.6	147.4	147.4	147.3	147.3	147.3	147.0	146.6	147.0	144.6	144.6
Nondurable manufactures.....	108.8	108.7	108.1	108.2	107.6	107.6	108.0	108.4	108.0	108.6	108.7	109.2	109.4	108.5	109.2
Total raw or slightly processed goods.....	100.0	99.7	97.8	97.8	97.2	97.1	97.8	99.3	98.3	98.3	99.0	99.5	100.6	98.9	101.6
Durable raw or slightly processed goods.....	108.3	108.2	114.9	117.5	116.6	120.5	117.4	115.6	113.0	111.6	110.9	108.4	109.7	114.1	108.3
Nondurable raw or slightly processed goods.....	95.5	99.2	96.8	94.7	96.1	95.8	96.7	98.4	96.8	97.5	98.4	99.0	100.1	98.1	101.2

¹ See footnote 1, table D-3.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957 BLS Bull. 1225 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,562		1,130,000		16,900,000	0.27
1947-49 (average).....	3,573		2,380,000		39,700,000	.46
1953.....	4,750		3,470,000		38,000,000	.47
1954.....	4,985		4,600,000		116,000,000	1.43
1947.....	2,170,000				34,600,000	.41
1948.....	3,693		1,960,000		34,100,000	.37
1949.....	3,419		5,000,000		50,500,000	.44
1950.....	3,606		2,410,000		38,800,000	.44
1951.....	4,943		2,220,000		22,900,000	.23
1952.....	4,757		3,540,000		59,100,000	.57
1953.....	5,117		2,400,000		28,300,000	.26
1954.....	5,031		1,430,000		22,600,000	.21
1955.....	3,408		2,550,000		28,200,000	.26
1956.....	4,320		1,900,000		33,100,000	.29
1957.....	3,825		1,360,000		16,500,000	.14
1958.....	3,673		2,060,000		23,900,000	.23
1959.....	3,708		1,880,000		69,000,000	.61
1959: April.....	406	593	149,000	223,000	2,380,000	.25
May.....	442	688	167,000	294,000	3,010,000	.33
June.....	460	722	183,000	330,000	2,800,000	.29
July.....	420	681	668,000	757,000	9,230,000	.95
August.....	380	636	161,000	757,000	13,400,000	1.44
September.....	322	624	109,000	751,000	13,800,000	1.48
October.....	277	548	125,000	775,000	14,100,000	1.45
November.....	161	402	41,100	652,000	4,300,000	.48
December.....	112	285	23,100	101,000	1,430,000	.14
1960: January ²	200	325	65,000	140,000	1,000,000	.11
February ²	250	400	70,000	145,000	1,250,000	.14
March ²	270	430	85,000	140,000	1,500,000	.15
April ²	370	530	110,000	190,000	1,500,000	.16

¹ The data include all known work stoppages involving 5 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or

secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

New Publications Available

For Sale

Order sale publications from the Superintendent of Documents, Government Printing Office, Washington 25, D.C. Send check or money order, payable to the Superintendent of Documents. Currency sent at sender's risk. Copies may also be purchased from any of the Bureau's regional offices. (See inside front cover for the addresses of these offices.)

BLS Bull. 1261: **Labor Supply and Mobility in a Newly Industrialized Area.**
47 pp. 35 cents.

BLS Bull. 1265-13: **Occupational Wage Survey, Fort Worth, Tex., November 1959.** 22 pp. 25 cents.

BLS Bull. 1265-14: **Occupational Wage Survey, Jacksonville, Fla., December 1959.** 24 pp. 25 cents.

BLS Bull. 1265-15: **Occupational Wage Survey, San Bernardino-Riverside-Ontario, Calif., November 1959.** 22 pp. 25 cents.

For Limited Free Distribution

Single copies of the reports listed below are furnished without cost as long as supplies permit. Write to Bureau of Labor Statistics, U.S. Department of Labor, Washington 25, D.C., or to any of the Bureau's regional offices. (See inside front cover for the addresses of these offices.)

BLS Report No. 154: **Work Injuries and Work-Injury Rates in Logging Operations, 1955.** 46 pp.

BLS Report No. 155-4: **Minimum Wage Effects Studies: Dalton, Ga., June 1959.** 28 pp.

BLS Report No. 155-5: **Minimum Wage Effects Studies: Fort Smith, Ark., June 1959.** 29 pp.

Mathematics and Your Career. Rev. 1960. 8 pp.

UNIVERSITY MICROFILMS
ATT STEVENS RICE
313 NORTH FIRST ST
ANN ARBOR MICH
LR MAY

UNIT
GOVERNMENT PRINTING OFFICE
DIVISION OF PUBLIC DOCUMENTS
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

PENALTY FOR PRIVATE USE TO AVOID
PAYMENT OF POSTAGE, \$500
(GPO)

